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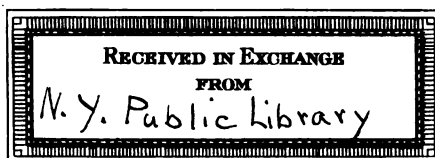
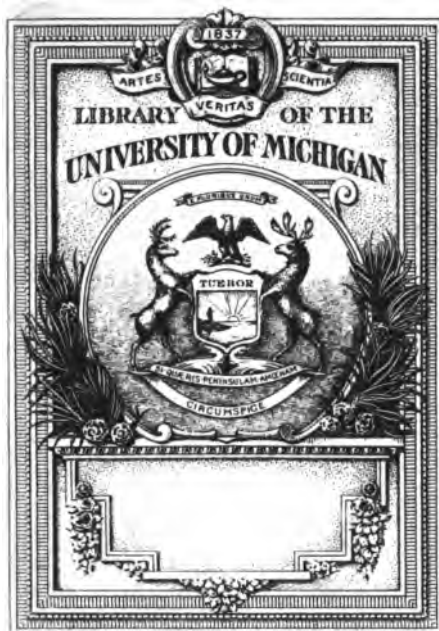
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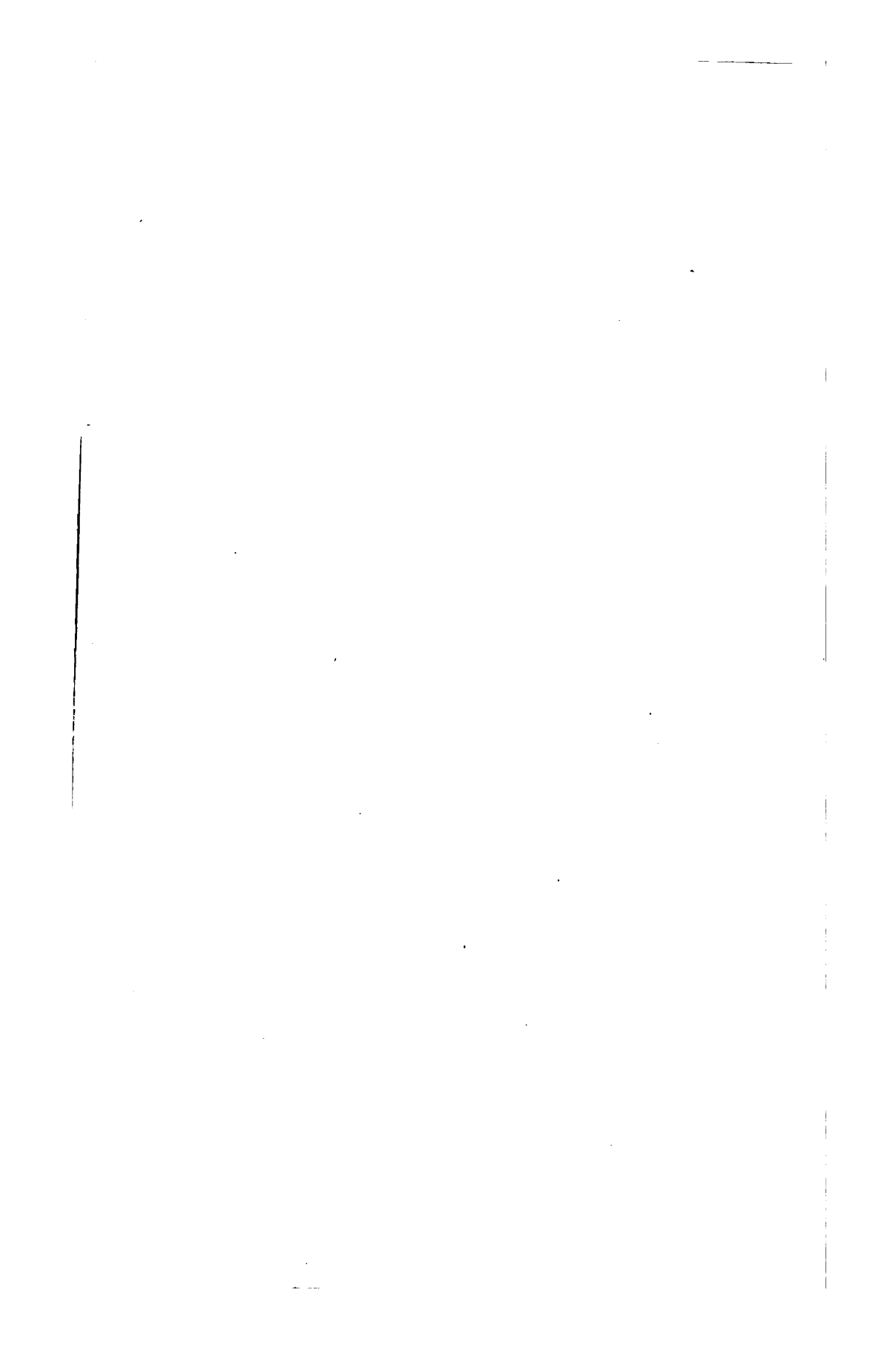
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TWENTY SECOND ANNUAL REPORT
OF THE
STATE BOARD OF ARBITRATION

1907



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ANNUAL REPORT

OF THE

Massachusetts
1 STATE BOARD OF CONCILIATION
AND ARBITRATION.

FOR THE YEAR ENDING DECEMBER 31, 1907.

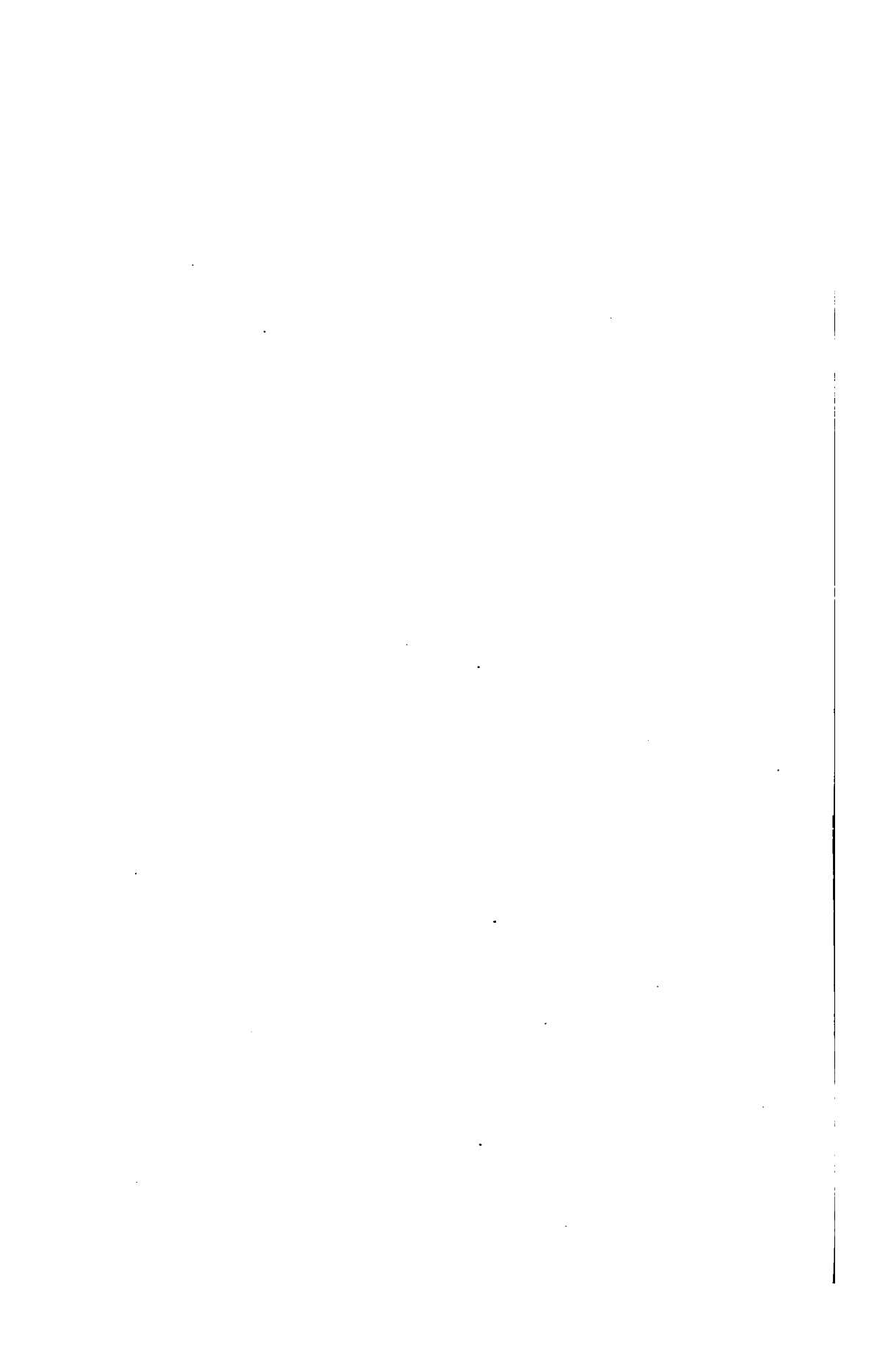


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**BERNARD F. SUPPLE, Secretary,
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CONTENTS.

[Italics denote arbitration proceedings.]

	PAGE
Introduction,	1
American Woolen Company, Lowell,	21
Angier Company, G. M., Boston,	30
Annable, H. W., Boston,	39
<i>Barry & Co., T. D. (heel-shavers, Factory No. 2), Brockton,</i>	37
<i>Barry & Co., T. D. (heel-shavers, Factory No. 2), Brockton,</i>	141
<i>Barry & Co., T. D. (heel-sluggers, Factory No. 1), Brockton,</i>	36
<i>Barry & Co., T. D. (heel-sluggers, Factory No. 1), Brockton,</i>	139
<i>Barry & Co., T. D. (heel-sluggers, Factory No. 2), Brockton,</i>	37
<i>Barry & Co., T. D. (heel-sluggers, Factory No. 2), Brockton,</i>	140
<i>Barry & Co., T. D. (sole-fasteners, Factory No. 1), Brockton,</i>	61
<i>Barry & Co., T. D. (sole-fasteners, Factory No. 2), Brockton,</i>	62
<i>Barry & Co., T. D. (stitchers, Factory No. 1), Brockton,</i>	133
<i>Barry & Co., T. D. (stitchers, Factory No. 1), Brockton,</i>	133
<i>Barry & Co., T. D. (stitchers, Factory No. 2), Brockton,</i>	24
<i>Barry & Co., T. D. (stitchers, Factory No. 2), Brockton,</i>	96
<i>Barry & Co., T. D. (stitching department, Factory No. 1), Brock-</i> <i>ton,</i>	150
<i>Barry & Co., T. D. (stitching department, Factory No. 2), Brock-</i> <i>ton,</i>	151
<i>Bates Company, A. J. (vampers), Webster,</i>	29
Bath Grinder Company, Fitchburg,	68
Bigelow Carpet Company, Lowell,	20
Bigelow Carpet Company, Lowell,	51
Bigelow Carpet Company, Lowell,	99
Blake Pump Company, Fitchburg,	68
Blodgett & Co., B. F., Leominster,	123
Boilermakers, Boston,	86
Bookbinders, Boston, Cambridge, Norwood,	122
Boston Forwarding & Transportation Company, Boston,	39
Brockton Ice & Coal Company, Brockton,	7

	PAGE
Brown, A. C., Gloucester,	57
Brown Engine Company, C. H., Fitchburg,	68
Carpenters, Lynn,	10
Chase Express Company, Brookline,	125
Chesley & Rugg, Haverhill,	19
Chicopee Manufacturing Company, Chicopee,	13
Churchill & Alden Company (label-stitchers), Brockton,	153
Churchill & Alden Company (last-pickers), Brockton,	137
Churchill & Alden Company (stitch-burnishers), Brockton,	138
Churchill & Alden Company (stitchers), Brockton,	129
Churchill & Alden Company (treers), Brockton,	27
Churchill & Alden Company (treers), Brockton,	117
Clark & Cole, Middleborough,	52
Clement Manufacturing Company, Northampton,	15
Coal Dealers (teamdrivers), Lynn,	158
Coffin Valve Company, Boston,	29
Cole & Treat, Boston,	78
Combmakers, Leominster,	123
Condon Brothers & Co. (stitching department), Brockton,	153
Condon Brothers & Co. (treers), Brockton,	157
Copeland, A. D., Brockton,	7
Cowdrey Machine Works, C. H., Fitchburg,	68
Crossett, Inc., L. A. (Chase lasters, Factory No. 1), Abington,	147
Crossett, Inc., L. A. (Consolidated lasters, Factory No. 1), Abington,	146
Crossett, Inc., L. A. (finishing department, Factory No. 1), Abington,	109
Crossett, Inc., L. A. (finishing department, Factory No. 1), Abington,	154
Crossett, Inc., L. A. (Goodyear stitching department, Factory No. 3), Abington,	112
Crossett, Inc., L. A. (heel-blackers, Factory No. 1), Abington,	94
Crossett, Inc., L. A. (heel-builders, Factories 1, 2, 3), Abington,	94
Crossett, Inc., L. A. (healseat-nailers, Factory No. 1), Abington,	149
Crossett, Inc., L. A. (healseat-trimmers, Factory No. 1), Abington,	149
Crossett, Inc., L. A. (innerseam-trimmers, Factory No. 2), Abington,	149
Crossett, Inc., L. A. (innerseam-trimmers, Factory No. 3), Abington,	31
Crossett, Inc., L. A. (packing department), Abington,	108
Crossett, Inc., L. A. (treers, Factory No. 1), Abington,	93
Donovan & Co., D. A., Lynn,	10

CONTENTS.

vii

	PAGE
<i>Douglas Shoe Company, W. A. (bottom-scourers, Factory No. 1), Brockton,</i>	56
<i>Douglas Shoe Company, W. A. (channelers), Brockton,</i>	32
<i>Douglas Shoe Company, W. A. (channel-turners), Brockton,</i>	33
<i>Douglas Shoe Company, W. A. (edgemakers, Factory No. 2), Brockton,</i>	60
<i>Douglas Shoe Company, W. A. (edgetrimmers, Factory No. 2), Brockton,</i>	32
<i>Douglas Shoe Company, W. A. (eyelet-markers, Factory No. 1), Brockton,</i>	107
<i>Douglas Shoe Company, W. A. (finishers, Factory No. 1), Brockton,</i>	14
<i>Douglas Shoe Company, W. A. (finishers, Factory No. 2), Brockton,</i>	111
<i>Douglas Shoe Company, W. A. (firemen), Brockton,</i>	115
<i>Douglas Shoe Company, W. A. (heel-scourers, Factory No. 1), Brockton,</i>	57
<i>Douglas Shoe Company, W. A. (innersole channelers), Brockton,</i>	109
<i>Douglas Shoe Company, W. A. (levelers, Factory No. 2), Brockton,</i>	138
<i>Douglas Shoe Company, W. A. (lining stitchers, Factory No. 1), Brockton,</i>	106
<i>Douglas Shoe Company, W. A. (outsole sorters), Brockton,</i>	110
<i>Douglas Shoe Company, W. A. (skivers and rollers), Brockton,</i>	32
<i>Douglas Shoe Company, W. A. (sole-fasteners, Factory No. 2), Brockton,</i>	61
<i>Douglas Shoe Company, W. A. (stitchers, Factory No. 1), Brockton,</i>	25
<i>Douglas Shoe Company, W. A. (stitchers, Factory No. 1), Brockton,</i>	74
<i>Douglas Shoe Company, W. A. (stitchers, Factory No. 1), Brockton,</i>	106
<i>Douglas Shoe Company, W. A. (stitchers, Factory No. 1), Brockton,</i>	129
<i>Douglas Shoe Company, W. A. (stitchers, Factories Nos. 1 and 2), Brockton,</i>	128
<i>Douglas Shoe Company, W. A. (stitchers, Factory No. 2), Brockton,</i>	25
<i>Douglas Shoe Company, W. A. (stitchers, Factory No. 2), Brockton,</i>	60
<i>Douglas Shoe Company, W. A. (stitchers, Factory No. 2), Brockton,</i>	74
<i>Douglas Shoe Company, W. A. (stitching, Factory No. 2), Brockton,</i>	75

	PAGE
<i>Douglas Shoe Company, W. A. (stitching, Factory No. 2), Brockton,</i>	107
<i>Douglas Shoe Company, W. A. (treers, Factory No. 3), Brockton,</i>	26
<i>Douglas Shoe Company, W. A. (vampers, Factory No. 1), Brock- ton,</i>	119
<i>Douglas Shoe Company, W. A., Brockton,</i>	120
<i>Dow & Co., F. M., Boston,</i>	126
<i>Electrical workers, Boston,</i>	121
<i>Faunce & Spinney, Lynn,</i>	16
<i>Faunce & Spinney, Lynn,</i>	17
<i>Fifield, Richardson & Co., Boston,</i>	39
<i>Finlayson Flax-spinning Company, Grafton,</i>	73
<i>Firemen, Brockton,</i>	114
<i>Fitchburg Machine Works, Fitchburg,</i>	68
<i>Fitchburg Steam Engine Company, Fitchburg,</i>	68
<i>Flagg Ice, Coal & Coke Company, Brockton,</i>	7
<i>Flanders & Co., Lewis, Boston,</i>	39
<i>Fullerton, E. & A. M., Brockton,</i>	7
<i>Garment workers, Boston,</i>	38
<i>Gillespie Brothers, Brockton,</i>	7
<i>Granite cutters, Milford,</i>	47
<i>Green Coal Company, G. F., Brockton,</i>	7
<i>Hall & Co., Charles E., Cambridge,</i>	22
<i>Hilliard & Son, J. S., Boston,</i>	39
<i>Hilton Company, D. M., Gloucester,</i>	57
<i>Hoag & Walden (lasters), Lynn,</i>	58
<i>Holmes & Co., G. N., Brockton,</i>	7
<i>Hook & Hastings, Weston,</i>	78
<i>Howard & Foster Company, Brockton,</i>	116
<i>Howard & Foster Company (bottom-filling department), Brockton,</i>	136
<i>Howard & Foster Company (heelers, breasters), Brockton,</i>	55
<i>Hutchins-Votey Organ Company, Cambridge,</i>	78
<i>Hylan, E. J., Lowell,</i>	92
<i>Johnson & Co., Boston,</i>	39
<i>Keith, E. A., Brockton,</i>	7
<i>Keith Company, George E. (edgetrimmers, Factory No. 2), Brock- ton,</i>	30
<i>Keith Company, George E. (finishers, Factories 1, 2, 3), Brockton,</i>	143
<i>Keith Company, George E. (lasters), Brockton,</i>	142
<i>Keith Company, George E. (stitchers, Factory No. 1), Brockton,</i>	22
<i>Keith Company, George E. (stitchers, Factory No. 1), Brockton,</i>	152

CONTENTS.

ix

	PAGE
<i>Keith Company, George E. (stitchers, Factory No. 1), Brockton, .</i>	152
<i>Keith Company, George E. (stitchers, Factories 1, 2, 3, 7), Brockton, .</i>	118
<i>Keith Company, George E. (vampers, Factory No. 2), Brockton, .</i>	53
<i>Keith Shoe Company, Preston B. (vampers), Brockton, .</i>	130
<i>Kelly-Buckley Company (heel-sluggers), Brockton, .</i>	36
<i>Kelly-Buckley Company (treers), Brockton, .</i>	156
<i>Kimball Company, W. & V. O. (heel-builders, heel-breasters), Haverhill, .</i>	33
<i>Kimball Company, W. & V. O. (heel-sluggers), Haverhill, .</i>	141
<i>Kimball Company, W. & V. O. (treers), Haverhill, .</i>	148
<i>Kimball Company, W. & V. O., .</i>	122
<i>Kitson Machine Shop, Lowell, .</i>	75
<i>Knight & Son Corp., F., Boston, .</i>	39
<i>Lane, E. W., Waltham, .</i>	78
<i>Long Shoe Manufacturing Company, R. H., Framingham, .</i>	99
<i>Long Shoe Manufacturing Company, R. H. (lasters), Framingham, .</i>	144
<i>Machinists, Fitchburg, .</i>	68
<i>Makaroff Cigarette Company, Boston, .</i>	108
<i>Marshall & Co., C. S. (Goodyear stitchers), Brockton, .</i>	151
<i>Marshall & Co., C. S. (heel-sluggers), Brockton, .</i>	35
<i>Marshall & Co., C. S. (levelers), Brockton, .</i>	137
<i>Marshall & Co., C. S. (treers), Brockton, .</i>	155
<i>Massachusetts Granite Company, Milford, .</i>	47
<i>Merrimack Manufacturing Company, Lowell, .</i>	9
<i>National Blankbook Company, Holyoke, .</i>	87
<i>Newton Street Railway Company, Newton, .</i>	105
<i>Norcross Brothers Company, Milford, .</i>	47
<i>O'Donnell & Co., J. M. (heel-sluggers), Brockton, .</i>	34
<i>Packard, E. C., Brockton, .</i>	7
<i>Packard Company, M. A. (stitchers, Factories 1 and 2), Brockton, .</i>	96
<i>Packard Company, M. A. (tip-folders), Brockton, .</i>	55
<i>Packard Company, M. A. (vampers, Factory No. 1), Brockton, .</i>	54
<i>Packard Company, M. A. (vampers, Factory No. 2), Brockton, .</i>	54
<i>Plant Company, Thomas G., Boston, .</i>	11
<i>Powers Brothers, Brockton, .</i>	7
<i>Pope Manufacturing Company, Westfield, .</i>	28
<i>Presby & Co., Boston, .</i>	39
<i>Putnam Machine Company, Fitchburg, .</i>	68
<i>Railroad laborers, Boston, .</i>	98

	PAGE
<i>Reynolds, Drake & Gabell (bottom-scourers), Brockton,</i>	117
<i>Reynolds, Drake & Gabell (lasters), Brockton,</i>	140
<i>Reynolds, Drake & Gabell (sole-fasteners), Brockton,</i>	62
<i>Reynolds, Drake & Gabell (stitchers), Brockton,</i>	135
Rice, Sylvester, Brockton,	7
Robinson & Jones, Natick,	64
Roofers, Brockton,	67
Simonds Mfg. Company, Fitchburg,	142
Skinner Company, Ernest M., Boston,	78
Snow Forwarding Company, Boston,	39
<i>Snow Company, George G. (heel-sluggers), Brockton,</i>	35
Stablemen, Boston,	134
Stone & Webster Engineering Corporation, Lowell,	67
Taylor Company, E. E., Brockton,	114
<i>Taylor Company, E. E. (edgetrimmers), Brockton,</i>	155
<i>Taylor Company, E. E. (sole-fasteners), Brockton,</i>	59
<i>Taylor Company, E. E., Brockton,</i>	63
<i>Taylor Company, E. E. (stitchers), Brockton,</i>	77
<i>Taylor Company, E. E. (stitchers), Brockton,</i>	112
Teamdrivers, Boston,	39
Teamdrivers (coal), Brockton,	7
Teamdrivers, Gloucester,	57
Teamdrivers, Natick,	64
Telegraphers, Boston,	113
Thayer, S. A., Brockton,	7
Thorndike Company, Palmer,	76
Tobacco strippers, Boston,	95
Troy Brothers, Boston,	22
Tutein & Co., E. G., Boston,	39
Union Manufacturing Company, Leominster,	123
<i>Walton & Logan Company, Lynn,</i>	63
Webb Pink Granite Company, Milford,	47
<i>White Company, Loring Q. (stitching department), Brockton,</i>	111
Wilde, J. G., Brockton,	7
<i>Winchell & Co., Inc., J. H. (edgemakers), Haverhill,</i>	119
<i>Winchell & Co., Inc., J. H. (lasters), Haverhill,</i>	97
<i>Winchell & Co., Inc., J. H. (lasters), Haverhill,</i>	139
<i>Winchell & Co., Inc., J. H., Haverhill,</i>	14
Winship, Boitt & Co., Wakefield,	127
Witham, Warren W., Gloucester,	57
Woodberry & Co., Jesse, Boston,	78

TWENTY-SECOND ANNUAL REPORT.

To the Senate and House of Representatives in General Court Assembled.

The year just passed was marked by a great increase in the number of controversies adjusted through conference of the parties or referred by them to the Board for arbitration. The following pages indicate that the constant efforts of the Board to accomplish good understanding between employer and employed have brought about a better acquaintance with these peaceful methods of composing differences. Without such opportunity to settle labor disputes as the State affords through the assistance of disinterested minds, any of these might have been the occasion of a prolonged cessation of business. At no time has the Board been without from twenty to thirty controversies at different stages of progress to a decision, and it has passed upon them with as much dispatch as careful consideration would permit.

The appointment of persons expert in the work in question to assist the Board in its investigation of the matters in dispute is authorized by law in any case in which the parties desire it. They have named and the Board has appointed expert assistants in nearly every case. When controversies arising in different factories in the same department of manufacture were sufficiently near in point of time to be grouped and investigated together, the Board has assigned them to

the same pair of experts. The readiness with which both employers and employed have acquiesced in this procedure has greatly helped the Board to maintain a moderate expense, and has contributed to the speedy decision of cases. Employers and wage earners who join in bringing their differences to the Board appreciate the security which arbitration gives to invested capital and to labor, and recognize the opportunity which it affords them for continuous production. Manufacturers have been uniformly courteous to expert assistants accredited by the Board to study the conditions existing in their establishments. The Board has sought to keep within reasonable limits its demands upon the time and patience of the management, and to arrange when possible that one visit to a factory may furnish the data for several cases simultaneously pending.

A reason that the Board has been able to adjust so many controversies is that strikes, which have become fewer, have not as in former years absorbed substantially its whole attention. Under the law prescribing the duties of the Board there can be no arbitration, properly so called, while a strike is in progress. A dispute having this characteristic calls for investigation, mediation, negotiation, — in short, for all the activities that belong to conciliation or peacemaking. There have been some cases of that kind in 1907, and the Board has labored as it did in its early days to teach the rudimentary lessons of peaceful adjustment by agreement.

An instance of faith in arbitration is disclosed by the relations of employers and workmen of Brockton, in the success with which the shoe manufacturers of that city continued their industry in 1907 while agreements to arbitrate

were temporarily withdrawn from several factories, in the belief that one or another of the parties had lost the power to carry out the obligation of the agreement. No difference could be observed in their friendly attitudes; and their belief in arbitration was as strong as before. Controversies relative to price were composed in the same manner as under the contract, while negotiations for renewal of agreements were proceeding to a satisfactory conclusion. The difficulties passed quickly, agreements were renewed and mutual confidence greater than ever prevailed. If they had refused to enter into negotiations and engaged in a contest of endurance, both would have suffered without any compensating advantage; for the net result of lockouts and strikes is always financial loss and the wasting of industrial opportunities.

Associations of Massachusetts employers that have passed the experimental stage seek peaceful adjustments through conference and negotiation when possible, with the alternative of arbitration by disinterested persons of their own choosing or administered in the name of the State. With equal right the employers and employees have formed organizations in which both appear equally willing to be just. The overtures of one party to the other are received in better spirit than ever, and the public recognizes the benefits thereby secured.

Three petitions remaining from 1906 and 136 received in 1907 — the largest number in any year since the Board began — were disposed of thus: the parties to 7 of the 139 were advised to resort to other methods of adjustment, and did so to the satisfaction of all concerned; the matters sub-

mitted in 15 petitions were determined in 3 awards; and those of 15 others are pending. One hundred and five awards, covering all other matters submitted, are set forth in the pages which follow, with an account also of some of the difficulties in which the Board interposed with a view to reconciling hostile parties.

REPORTS OF CASES.

REPORTS OF CASES.

COAL TEAMSTERS — BROCKTON.

In December, 1906, the teamdrivers engaged in hauling coal in Brockton requested their employers to raise the wage rate from \$13.50 to \$15; to pay double for time worked in excess of 8 hours or on holidays; to agree to make no deduction thereafter from the drivers' earnings for abstaining from work on legal holidays; and to require all drivers to belong to the union. These requests were in the form of a proposed agreement, to supersede the one in vogue. The two documents were alike in providing for the adjustment of disputes by local arbitration. On the last day of the year they notified the employers that they would strike on the following day if the above requests were not granted. The coal dealers of Brockton thereupon held a meeting, and demanded, under the agreement of January 1, 1906, the appointment of arbitrators to consider the differences.

The next day, January 1, 1907, while waiting for a reply from the union, the teamdrivers came to the coal yards to say that they would not work. Ninety of these struck, 35 yard men were thereby deprived of work and all the coal yards in the city closed. The employers affected were: Brockton Ice and Coal Company, Flagg Ice, Coal and Coke Company,

G. N. Holmes & Co., G. F. Green Coal Company, Powers Brothers, Gillespie Brothers, J. G. Wilde, E. A. Keith, S. A. Thayer, E. C. Packard, C. H. Felker, A. D. Copeland, E. & A. M. Fullerton and Sylvester Rice.

In Brockton the arbitration habit is closely associated with the trade agreement. Under an agreement the employees are seldom unwilling to accept the ministrations of a mediator or submit their difficulties to the judgment of an arbitrator. The teamsters in this instance, however, claimed that the old agreement had become void automatically by reason of violations, and that the employers could not expect to enjoy beforehand the advantages that could only result from a new agreement.

Agreements with three or four dealers were reached on the second and third days of the strike. The State Board offered to mediate between the parties for harmony, and advised them of the provisions of the statute relative to local arbitration. At the end of a long meeting on the third day the teamsters elected to submit the controversy to a local board, and on January 4 returned to their former places, pending an award.

In the matter of the principal contention the rate of pay awarded for a day of 8 hours' work was \$2.37½. This was embodied in an agreement signed by the respective agents of the parties, to take effect throughout the calendar year 1907. According to the terms, union men and applicants for membership in the union were to be given preference for employment; work performed on Memorial Day, Independence Day, Thanksgiving Day and Christmas was to be reckoned at double rate; no work was to be required on Labor

Day; and future disputes were to be submitted to local arbitration; moreover, "Negotiations for a new contract shall be entered into at least 90 days previous to the expiration of this agreement."

A disagreement arose towards the end of the year. Through some misunderstanding the provisions of the agreement relative to peaceful methods of adjustment were ignored. The employers refused a demand for an increase in wage rates, and a strike ensued on January 1, 1908. After many negotiations an agreement to refer the matters in dispute to this Board was reached, under which the men returned to work on January 28.

A statement of the result will appear in the next annual report.

MERRIMACK MANUFACTURING COMPANY—LOWELL.

A Greek bobbin boy remained at work on December 31, 1906, in the spinning department of the Merrimack Manufacturing Company at Lowell. His fellows were absent, observing the Greek Christmas. The next day, on returning to work, they demanded his discharge or transfer to another department, which was refused, and they left. The matter did not seem to afford the mill management any difficulty. On Tuesday, the 8th of January, 1907, the mediation of the Board was invoked by the employees, and an effort was made to secure their former places for them. It appeared on investigation that the management was willing to receive as many as it had places for, and that the first applicants would be preferred. This was communicated to the spinners, and nothing further was heard of the matter.

D. A. DONOVAN & CO.—LYNN.

On the second day of January an application was received from D. A. Donovan & Co. and lasters engaged in operating Consolidated machines, submitting a controversy on price, and requesting investigation by expert assistants. The matters were not specified with precision, and the parties were so informed. They came together for the purpose of completing the submission, and arrived at an agreement, which terminated the controversy.

CARPENTERS—LYNN.

The difficulty between Lynn carpenters and the master builders which occurred in 1906 remains unsettled. During the past year the Board has been active in endeavoring to compose the difficulty, and personal interviews have been had with prominent representatives of both sides, extending over a period of several months. The employers would not recede from the position they had taken, and felt that they could carry on the business without a return of the strikers. The carpenters belonging to the union stated that they would rather live in peace with their former employers than not, and that they disliked very much to see unskilled help brought in to solve the employers' difficulties; business was so brisk that they did not actually need the employers who were struck. The facts seemed to indicate the truth of both these statements. The employers have had a season of brisk building, and experienced little difficulty in getting all the carpenters that they needed; the union carpenters have had no

difficulty in obtaining work at union rates; and, while the controversy exists in theory, it can hardly be called an industrial difficulty.

THOMAS G. PLANT COMPANY—BOSTON.

One hundred and sixty cutters on January 8 went out on strike from the shoe factory of Thomas G. Plant Company in Boston, claiming that the work in all the departments was performed under burdensome conditions. They had held a meeting for the purpose of presenting their grievances to the management, but before completing their plans two cutters were discharged, whereupon most of the other cutters quit work and formed an assembly of the Knights of Labor. One hundred girls were suspended from work on January 10; and 15 cutters, 20 stitchers, 50 counter boys and 5 lasters joined the strike. These acts indicated that the wage earners of the whole factory would soon be left without work. On the 12th the company issued a notice that it would always manage the factory as an open shop. The strikers were paid off and received their tools. Efforts were made to secure new hands for the vacant places.

On January 16 the strikers stated that, of the 175 cutters who struck, 100 had gone to work in other factories, the demand for cutters being greater than the supply. The membership in the new assembly amounted to 200. At the factory 800 men were laid off indefinitely, and 2,500 other employees were working on half time.

The Board offered its services at the beginning of the trouble, but nothing was heard from either party until the

16th, when it was intimated that the Knights of Labor would be pleased to have the difficulty composed; and that the Board's mediation would be timely, it was said, was indicated by the following notice, which had been distributed among the employees remaining in the factory:—

To Our Employees.

Do you wish to work full time? You can accomplish this by assisting us to get good shoe cutters. Look up cutters who have not as good positions now as those we can offer them.

For every cutter secured, who remains with us at least two weeks, we will pay \$10 to the employee through whose influence or information we secure him.

Skilled, experienced cutters on women's fine shoes can earn with us, in proportion to their ability, from \$15 to \$21 per week.

Steady employment throughout the year is the advantage our cutters have over the cutters of other factories.

If you know of any cutters now in the west that formerly worked in the east, and who, in your opinion, would like to return, kindly write to them about the positions we have to offer. Have such cutters, or any others that you know, send us their address, stating age, experience, and the different shops where formerly employed as cutters.

THOMAS G. PLANT COMPANY.

JANUARY, 1907.

It appeared that the fact of the cutters' joining the Knights of Labor was an insuperable obstacle to reconciling the parties, for the company would suffer nothing that appeared to it like the dictation of a union. New hands were hired, and, though the strike was never declared off, the business of the Plant factory was soon more active than ever before.

CHICOPEE MANUFACTURING COMPANY—CHICOPEE.

On January 8, in the cotton mills of the Chicopee Manufacturing Company at Chicopee Falls, 200 weavers struck to enforce a demand for increased wages. On the 10th practically all the operatives of Polish origin, 1,000 in number, quit work. The weave, spinning, card and spooling rooms were idle. The Board offered its services as mediator. The employer said that a dispute relative to wages had been carefully adjusted, and had received the approval of the international officers of the textile workers; the settlement did not receive the approval of some of the young workmen of Chicopee, and while they were divided among themselves it was difficult to negotiate a settlement of the later phase of the difficulty. The employer was willing to pay as good wages as competing factories paid for the same kinds of goods, and this was well known to the officers of the union; but the strikers belonged to a dissatisfied faction and had withdrawn from the textile workers' union to reiterate a demand for a wage scale some of the items of which were 50 per cent. higher than the present prices.

On the 19th of January the Board communicated with the local representatives of the wage-earners, and urged the necessity of negotiating a settlement. On the following day the Board visited the scene of the difficulty, and learned that a conference had been had and a settlement arrived at. The employees were not granted the increase in wages, but some grievances had been adjusted and others were put in the way of adjustment. On the 21st the Board was informed by representatives of the workmen that all hands had returned to work.

W. L. DOUGLAS SHOE COMPANY—BROCKTON.

On January 18 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and employees in the finishing department of its Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following price be paid by W. L. Douglas Shoe Company to employees in said department at Brockton for work as there performed:—

	Per 24 Pairs
Heelkeying,	\$0 04

By the Board,

BERNARD F. SUPPLE, *Secretary.*

J. H. WINCHELL & CO., INC.—HAVERHILL.

On January 23 a joint application was received from J. H. Winchell & Co., Inc., of Haverhill, and employees in the sole-leather and stockfitting departments, 50 in number, represented by W. H. Woodbury. The application alleged a controversy relative to the price for labor on some 50 items of work. It appeared to the Board that a conference might result in eliminating a majority of the items, and the parties were so advised.

They met in the presence of the Board on January 29 and agreed on some 35 items. The Board recommended them to meet again to adjust the matters which still remained unsettled. On March 8 the terms of a settlement were posted in the factory, and the Board was informed that the controversy was at an end.

CLEMENT MANUFACTURING COMPANY—NORTH-AMPTON.

Men working at cutlery in the Connecticut valley are members of a polishers', grinders' or forgers' union, and the three crafts have one national organization. A large number of the manufacturing cutlers of western New England were said to be aggregated into the Connecticut Valley Manufacturers' Association. Some time after a strike had been inaugurated the Board went to Northampton to investigate a difficulty in the Clement factory at Bay State village. An interview was had with the workmen on January 20. It appeared that an increase of wages had been requested, and when it was refused a strike ensued, 21 polishers quitting work. They informed the Board that there was a "three-cornered agreement;" that when a member of one of the allied unions was aggrieved, the members of the other unions would come to his support. The grinders and forgers immediately quit work, and other workers not members of the union were idle in consequence. Out of 125, there were 100 on strike.

The employer stated that he was determined to have an open shop; the wages demanded were more than his neighbors and competitors paid; he could afford to undergo a strike, since he was insured against possible loss, and could hold out perhaps for five years. Still, he would receive all or nearly all of the strikers into their old places, provided they made individual and personal application to him. They might remain in the union, but he could not take them back as union members, and it might as well be understood at once that it was his intention to hire non-union men.

Neither side would abate its demands. The men were indifferent as to the results of the strike, saying it was well known that men working at these trades were short-lived, and the proof of this appeared in their coming and going whenever they wished, and absenting themselves from work whenever they chose to. This might be magnified by certain employers as a special privilege, but it existed in every factory. There might be real gain for them to lose the strike and be driven to prolong their days by seeking some other mode of earning a living.

In this frame of mind the strike dragged along for several months, neither party showing the slightest disposition to give in to the other. Phases of the difficulty appeared in other factories, and vanished. A strike of 15 men in the wood-handle department of the Northampton Cutlery Company was one of these difficulties, but it was adjusted at the end of a week. In this factory the workmen had agreed that in case of any new hand being engaged in preference to a Bay State striker, they would quit work. A certain union man, who had left town before the Bay State trouble, returned and was given employment in the Northampton cutlery works. The other workmen thereupon left, but after a few days they became acquainted with the real facts and returned to work. The original trouble at Bay State village still exists, and there is no prospect at the present time of its being adjusted.

FAUNCE & SPINNEY—LYNN.

Early in the year a new price list was presented by the agent of Edgemakers' Independent Union of Lynn to Faunce & Spinney, shoe manufacturers. The adoption of the list

would involve certain increases in the rates, amounting on the average to 10 per cent. The firm would not grant the demand, and 14 men withdrew from the factory on February 5. The union thereupon voted to go on strike. The Board interposed, and learned that private efforts were being made to adjust the matter. On the 8th negotiations had come to an end, with a price list as a result. This was accepted by both parties, and the edgemakers returned on the 9th.

FAUNCE & SPINNEY—LYNN.

On the 7th of February 33 pullers-over and 7 operators of Ideal machines presented new prices to Faunce & Spinney at Lynn. On the 12th, 40 lasters struck for an increase in wages. The men claimed that they had exhausted peaceful measures, and that conferring with the firm was a waste of time. The firm offered to leave the whole matter to the Board, but the union preferred to strike, saying that, if the Board undertook to pass upon the matter, it could not find any factory elsewhere to compare with the Faunce & Spinney factory as to strict requirements.

The employers replied by pointing to the earnings, as fully compensating the superior workmanship, in the following letter on February 11:—

The Executive Board, Boot and Shoe Workers' Local Union, Lynn, Mass.

GENTLEMEN:—Regarding the advanced price list for lasting which has been presented to us through your agent:—

We are informed that you are to have a meeting to take action on the same to-morrow evening, February 12; we therefore wish to communicate with you before said meeting, that we may place our position in the matter directly before your board.

We may say that we see no good reason for a change in the prices

of either pulling-over or operating in our factory. We believe shop conditions, prices paid and the earning capacity will average as good as, if not better than, in other competing factories in this city, and that an impartial investigation would establish the fact.

We therefore must put ourselves on record as stating that we are opposed to the granting of this new price list which has been submitted. That a controversy may be avoided or a strike precipitated with the unfortunate consequences which would naturally ensue, we are willing and in fact desirous of putting the whole case before the State Board of Arbitration, and herewith formally make this request of you.

We trust you will give it favorable consideration and grant the same, as the most reasonable way of settling the questions involved and at issue.

Believe us, yours very truly,

FAUNCE & SPINNEY.

The Board mediated between the parties on the 12th, 13th, 14th and 15th, but no agreement was effected. The Joint Shoe Council of Lynn assumed the conduct of affairs in behalf of the workmen, and the employers placed their interests in the hands of the Lynn Shoe Manufacturers' Association.

On February 21 the following letter was sent: —

*Executive Board, Boot and Shoe Workers' Union, 34 Andrew Street,
Lynn, Mass.*

GENTLEMEN: — In due consideration of your proposition to accept arbitration, we, the manufacturers' committee, make the following suggestions: In consideration of the men starting to work immediately, we agree that our committee guarantee that any finding made by the joint board shall take its beginning from the minute that the jacks are put up, and the lasters start to work; that the said manufacturers' committee guarantees that any finding made by the joint board of arbitration will be faithfully lived up to in all particulars by Faunce & Spinney.

We strongly recommend that the joint board take into consideration the earning capacity of the average man in the past, in making their finding.

Yours respectfully,

EXECUTIVE COMMITTEE OF MANUFACTURERS' ASSOCIATION.

The proposition to submit the difficulty to arbitration being satisfactory to both parties, on February 22 it was voted to return to work. A local board was formed, which rendered a decision, a copy of which was filed with this Board, according to law. The following is a copy: —

LYNN, MASS., February 27, 1907.

The joint committee of arbitration selected to settle the difficulty in the Faunce & Spinney factory, lasting department, after a careful investigation, owing to the conditions existing therein, have agreed to the following price list in the Faunce & Spinney factory for welt-lasting women's shoes: —

	PRICE PER PAIR.	
	Pulling-over.	Operating.
All kid, with patent tip or tip of same, and box calf, .	\$0 05½	\$0 01½
Gun metal, dull calf and all other calf,	05½	02
Patent leather, all kinds,	06	02½
Canvas,	06	02
Samples, extra,	02	01

P. J. HARNEY,
W. J. JACKMAN,
CHARLES E. WILSON,
F. S. MCKIE,
CHARLES GIBSON,
ALBION BARTLETT,
Joint Committee of Arbitration.

CHESLEY & RUGG—HAVERHILL.

On motion of stitchers in the employ of Chesley & Rugg, at Haverhill, Willard H. Woodbury, agent of the Boot and Shoe Workers' Union in that city, having referred the matter to the Joint Shoe Council and been directed thereto, on February 8 ordered them to strike unless certain price lists were signed by the firm. The firm refused their demand, and 120 stitchers left the factory on February 9. Agents of the

respective parties sought and obtained the advice of the Board.

There was another organization with which the firm had preserved friendly relations. Half the strikers went to the agency of their own union and half seceded to the other. The independent shoe workers' union procured the reinstatement of the 60 who had transferred their allegiance. Other interruptions to business occurred, and were quickly brought to an end. Members passed from one union to the other. At the end of four weeks there were but 10 of the strikers who had not returned. The business of the factory suffered no further interruption. The strike existed in theory until the middle of November, when it was formally abandoned.

BIGELOW CARPET COMPANY—LOWELL.

Forty-two employees of the rug department of the Bigelow Carpet Company at Lowell went out on strike on the eighth day of February, to enforce their claim that the minimum of required work was excessive. The Board offered its services and remained an observer, offering from time to time such advice as was calculated to bring the parties into harmony. On the 11th a conference was held between the agent of the company and a committee of the workmen. Though no agreement was reached, a good beginning was made, which culminated in a settlement satisfactory to both parties.

AMERICAN WOOLEN COMPANY—LOWELL.

In the latter part of February, when the double-loom system of weaving was introduced into the Beaver Brook mills of the American Woolen Company at Lowell, a new price list was posted in the weaving department, which the weavers interpreted as a cut-down. On March 5, 2 weavers were assigned to two looms each, whereupon they refused to work, and left the mill. They were followed by all the weavers and some of the burlers, and thus 190 employees engaged in a strike that seemed destined to involve the whole mill. The mill management stated substantially that, far from discriminating against weavers for not handling two looms, they were told at the beginning that it would not be required, and when the style of fabrics was subsequently changed, they were given to understand that, since other Lowell mills had two-loom weavers, the Beaver Brook weavers might take two looms if they wished to do so.

The Board interposed at the beginning of the difficulty, and studied the course of events. At no time did it seem that the difficulty would extend; but, from the friendly expressions on both sides, it was evident that an agreement would soon be reached. Suitable advice was given at different stages; and conferences were held, the progress of which was promptly reported to the Board. On March 11 the strike came to an end, an agreement having been reached that was satisfactory to all concerned. Nothing has since occurred to mar the harmony.

MARBLE SETTERS — BOSTON, CAMBRIDGE.

On February 27 the Board mediated between parties to a controversy in the building industry of Boston and its vicinity. The marble setters in the employ of Charles E. Hall & Co. of Cambridge and Troy Brothers & Co. of Boston were out on strike, in sympathy with journeymen employed by the firms in other places. The employers expressed a determination to have no conference with the strikers. The union was debarred from any attempt at a peaceful adjustment, and the matter quickly passed from notice. The strike persisted for several months, and builders and proprietors of new structures designed for marble interiors experienced great inconvenience. It was finally thought that, if the employers were unwilling to treat with the union or its representatives, they might see their way to giving re-employment to workmen of long standing, some of them their former fellow apprentices, if such workmen were to apply individually on the same footing as any other applicant. The Board approached them for that purpose on August 27, but they would not have the strikers on any terms.

GEORGE E. KEITH COMPANY — BROCKTON.

On February 26 the following decision was rendered: —

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between George E. Keith Company, shoe manufacturer of Brockton, and employees in the stitching department of its Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert

assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company to employees in said department at Brockton for work as there performed:—

	Per Week.
Doubling vamps,	\$10 00
Side lining vamps,	10 00
Pasting rubber tips,	10 00
Reinforcing blucher vamps,	10 00
Folding tips by machine,	12 00

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In one respect the decision was not satisfactory to the employees, but the 60-day notice as the law provides was not given. The inadvertence was not discovered by the employees until the six months during which the decision would be binding on both parties were about to expire, when the agent of the employer refused to join in submitting one item only. He was willing, however, to submit the five items. The employees' agent, acting under their instructions, refused to submit to arbitration more than the one with which they were dissatisfied. The Board, desiring to compose a difference that might become a difficulty, invited the agents to confer on October 8. After the matter had been thoroughly discussed, the Board ruled that, the six months having elapsed, all matters formerly in dispute might be presented on a new application, and so informed the employees in the following letter:—

STATE BOARD OF CONCILIATION AND ARBITRATION,
BOSTON, October 9, 1907.

MR. JAMES DUFFY, *Chairman of Executive Board, Union 44, representing Employees in the Stitching Department of the George E. Keith Factory No. 1, 23 Main Street, Brockton, Mass.*

DEAR SIR:—The Board is informed that the members of your executive board desire to submit a question of fair price upon the

item relative to side lining, and that the company desires to submit a question of fair prices on three or four other items as well.

It is evident that, if work people expect an employer to join in submitting their controversy to arbitration, they also should join in such items as he may desire adjusted by the same method. It is manifest, therefore, that the wage-earners in the stitching department of the George E. Keith Factory No. 1 should join with the employer in a petition relative to such items as either may desire to submit to arbitration.

Yours respectfully,

BERNARD F. SUPPLE, *Secretary.*

Subsequently the matters were presented in two applications.

T. D. BARRY & CO.—BROCKTON.

On February 26 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between T. D. Barry & Co., shoe manufacturers of Brockton, and employees in the stitching department of their Factory No. 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by T. D. Barry & Co. to employees in said department at Brockton, for work as there performed:—

Per 12 Pairs.

Snip, cement and fold blucher tops by Boston power folding machine,	\$0 04
Snip, cement and fold bal. tops by Hayward power folding machine, .	03
Cement and fold tips by Boston power folding machine,	01½
Cement and fold tops by Boston power straight folding machine, .	03
Double vamps by hand,	02
Trim vamps by hand,	01
Double and trim foxings by hand,	02½
Double and trim plugs by hand,	01½
Rub seams (tops),	01½
Rub vamp seams by machine, 1 seam,	01

	Per 12 Pairs.
Rub vamp seams by machine, 2 seams,	\$0 02
Trim vamp seams by machine,	00½

By the Board,

BERNARD F. SUPPLE, *Secretary.*

W. L. DOUGLAS SHOE COMPANY—BROCKTON.

On February 26 the following decisions were rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and employees in the stitching department of its Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in said department at Brockton for work as there performed:—

	Per 12 Pairs
Undertrimming where top and lining are held together,	\$0 20
Undertrimming where top and lining are held together with V, extra,	04
Stitch on box and wedge vamp, 1 needle,	04
Paste box on canvas extension,	02
Lining tips with flannel,	02
Pasting new stay on blucher and bal. vamp,	02
Side lining and doubling vamp and cementing tongue to vamp,	08
Side lining and doubling vamp, cementing tongue to vamp, with 2 small stays,	09

By agreement of the parties, this decision shall take effect as of date of November 21, 1906.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and employees in the stitching department of its Factory No. 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the

work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in said department at Brockton for work as there performed:—

	Per 12 Pairs.
Stitch on box and wedge vamp, 1 needle,	\$0 04
Paste box on canvas extension,	02
Lining tips with flannel,	02
Pasting new stay on bal. and bluther vamp,	02
Side lining and doubling blucher vamp and cementing tongue to vamp,	07
Side lining and doubling blucher vamp, cementing tongue to vamp, with 2 small stays,	08

By agreement of the parties, this decision shall take effect as of date of November 21, 1906.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

W. L. DOUGLAS SHOE COMPANY—BROCKTON.

On February 28 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company and employees in the treeing department of its Factory No. 3.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that no extra be paid for pounding toes in said factory of the W. L. Douglas Shoe Company at Brockton on McKay work.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

CHURCHILL & ALDEN COMPANY—BROCKTON.

On February 28 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy-existing between Churchill & Alden Company, shoe manufacturer, and employees in its treeing department at Brockton.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Churchill & Alden Company to employees in said department at Brockton for work as there performed:—

	Per 24 Pairs.
Enamels, cleaned,	\$0 65
Patents, cleaned,	65
Patents, cleaned and ironed (except tops),	75
Patents, cleaned and ironed (not patent tops),	80
Gun metal, cleaned,	30
Box calf, cleaned and filled,	35
Velour calf, cleaned and filled,	35
Gun metal, cleaned and ironed,	45
Velour calf, cleaned, filled and ironed,	45
Vici, cleaned, filled and ironed,	50
Glazed kangaroo, cleaned, filled and ironed,	50
Norwegian grain, cleaned,	40
Norwegian grain, cleaned (high-cut),	
Tan Norwegian grain, cleaned (high-cut),	
Russia calf, cleaned and polished,	50
Russia calf, high-cut, cleaned and polished,	60
Calf,	60
Calf, palmed (common),	72
Cordovan,	60
Cordovan, palmed (finished),	84
Hour work, \$0.28.	

By the Board,

BERNARD F. SUPPLE, *Secretary.*

POPE MANUFACTURING COMPANY—WESTFIELD.

Tool makers employed in the bicycle factory of the Pope Manufacturing Company at Westfield went out on strike on March 5. The strikers were connected with the local lodge of the International Association of Machinists, the only craft that was organized. It did not seem likely that the strike would extend, except perhaps to the hands who had not come out and who were in sympathy with trades-union principles. The trouble arose from the discharge of an employee who was an official of the union. The reason for the discharge, as stated, was that he was absent without leave; and the excuse was that he was sick. The Board investigated, and offered its services to the parties. In an interview with the employer on the following day it was learned that the cause of the difficulty was that work had become slack, in consequence of which a few machinists had been informed that when they finished the work in hand their services would be no longer required. This notice was intended to afford them an opportunity to procure work elsewhere. When the men were laid off according to notice, some 18 or 19 went out on strike. There were no demands and no grievances on either side, and no meeting; no industrial difficulty, and none of the disagreeable incidents that are common to strikes. It appeared to the Board that the difficulty was not such as called for its intervention, but arrangements were made for a conference in the event of a change.

A. J. BATES COMPANY—WEBSTER.

On March 6 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between A. J. Bates Company, shoe manufacturer of Webster, and vamps in its employ.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by A. J. Bates Company to the vamps employed in its factory at Webster for work as there performed:—

	Per Doseu Palra.
Vamping blucher shoes, as per pattern submitted marked "No. 2"	
(button), extra over price agreed upon for vamping regular shoes,	
as per pattern submitted marked "No. 1,"	\$0 01½

By the Board,

BERNARD F. SUPPLE, *Secretary.*

COFFIN VALVE COMPANY—BOSTON.

On the 6th of March 75 machinists, employed by the Coffin Valve Company in Boston, went out on strike, alleging dissatisfaction with a system of fines, a change to piece prices, unfair discrimination and annoying rules.

Messrs. Thomas Wilson, general officer, and Tyson W. Powers, local representative of the strikers' organization, interviewed the management, but reached no agreement. The Board offered its services on the 13th, and the employer took the offer under consideration. It was learned from him that there had been certain differences between the employees and the company, which resulted in the men's returning on the

company's conditions. Of 71 who applied for reinstatement, 6 were refused. The discharge of 3 others was taken under consideration. Learning that some of their former fellow workmen could not be re-employed, the men who had been reinstated, believing that the only objection the employer had to the discharged men was that they had been active in union matters, quit work and left the factory. On March 9 the majority of the men returned to work individually.

G. M. ANGIER COMPANY — BOSTON.

On March 8 the following decision was rendered:—

In the matter of the joint application of G. M. Angier Company of Boston and electrical workers in its employ.

In the contract governing the relations of the parties to this controversy the Board finds that there is no clause which limits the term of employment entered into under the provisions of Article XV.

The Board decides that the employment of the man in question by the contractor, after notice to the union and its failure to supply a man for such employment, was not a violation of the contract, and that the continuance of the man in the employ of the contractor is not a violation of the contract.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

GEORGE E. KEITH COMPANY — BROCKTON.

On March 21 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between George E. Keith Company, shoe manufacturer of Brockton, and edgetrimmers in its Factory No. 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the

work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by George E. Keith Company to said employees in its Factory No. 2 at Brockton for work as there performed:—

	Per 12 Pairs.
Edgetrimming (sixth-grade work),	\$0 20

By the Board,
BERNARD F. SUPPLE, *Secretary*.

LEWIS A. CROSSETT, INC. — ABINGTON.

On March 21 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Lewis A. Crossett, Inc., shoe manufacturer, and innerseam-trimmers employed in its Factory No. 3 at Abington.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Lewis A. Crossett, Inc., to said employees in its Factory No. 3 at Abington for work as there performed:—

	Per 12 Pairs.	Per Day.
Innerseam-trimming (trimming seams, pulling side tacks after welting, butting welts, digging innersole tacks and pulling wires or strings of toes),	\$0 09½	\$2 50

By the Board,
BERNARD F. SUPPLE, *Secretary*.

Result. — On August 23 a notice was received that after 60 days the employer would not be bound by the decision. The matter was subsequently submitted in a new application (filed December 17), and is at present under consideration.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On March 21 the following decisions were rendered: —

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company and edgetrimmers employed in its Factory No. 2 at Brockton.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by W. L. Douglas Shoe Company to said employees in its Factory No. 2 at Brockton for work as there performed: —

	Per 24 Pairs
Edgetrimming,	\$0 40

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and employees engaged in skiving and rolling.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the prices as paid for skiving and rolling innersole stock at the time of filing the application.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and employees engaged in channeling.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the

work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by W. L. Douglas Shoe Company to said employees at Brockton for work as there performed:—

	Per 100 Pairs.
Channeling inner soles (regular or gem),	\$0 30

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and employees engaged in turning up channels.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by W. L. Douglas Shoe Company to said employees at Brockton for work as there performed:—

	Per 24 Pairs.
Turning up channels,	\$0 03½

By the Board,

BERNARD F. SUPPLE, *Secretary.*

W. & V. O. KIMBALL — HAVERHILL.

On March 21 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. & V. O. Kimball, shoe manufacturers of Haverhill, and employees engaged in heel-building and heel-breasting.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the

following prices be paid by W. & V. O. Kimball to said employees at Haverhill for work as there performed:—

	Per 60 Pairs.
Building men's combination heels:—	
Six-eighths, pieced,	\$0 50
Six-eighths, whole, No. 1,	35
Building boys' all-leather heels:—	
Five-eighths, pieced,	50
Breasting heels,	08½

Other items that were mentioned in the list submitted the Board finds are not done.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

J. M. O'DONNELL & CO.—BROCKTON.

On March 25 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between J. M. O'Donnell & Co., shoe manufacturers of Brockton, and employees in their heeling department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by J. M. O'Donnell & Company to employees in said department at Brockton for work as there performed:—

	Per 12 Pairs.
Slugging, 1 row or less,	\$0 04
Slugging, over 1 row and not over 2 rows,	06

By the Board,

BERNARD F. SUPPLE, *Secretary*.

GEORGE G. SNOW COMPANY—BROCKTON.

On March 25 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between George G. Snow Company, shoe manufacturer of Brockton, and employees in the heeling departments of its Factories 1 and 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by George G. Snow Company to employees in said departments of Factories Nos. 1 and 2 at Brockton for work as there performed:—

	Per 12 Pairs.
Slugging, more than 1 row and not more than 2 rows,	\$0 06

By the Board,

BERNARD F. SUPPLE, *Secretary.*

C. S. MARSHALL & CO.—BROCKTON.

On March 25 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between C. S. Marshall & Co., shoe manufacturers of Brockton, and employees in their heeling department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by C. S. Marshall & Co. to employees in said department at Brockton for work as there performed:—

	Per 12 Pairs.
Slugging, 1 row or less,	\$0 04
Slugging, more than 1 row and not more than 2 rows,	06

By the Board,

BERNARD F. SUPPLE, *Secretary.*

KELLY-BUCKLEY COMPANY—BROCKTON.

On March 25 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Kelly-Buckley Company, shoe manufacturer of Brockton, and employees in its heeling department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by Kelly-Buckley Company to employees in said department at Brockton for work as there performed:—

	Per 12 Pairs.
Slugging, more than 1 row and not more than 2 rows, . . .	\$0 06

By the Board,

BERNARD F. SUPPLE, *Secretary.*

T. D. BARRY & CO.—BROCKTON.

On March 25 the following decisions were rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between T. D. Barry & Co., shoe manufacturers of Brockton, and employees in the heeling department of their Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by T. D. Barry & Co. to employees in said department of Factory No. 1 at Brockton for work as there performed:—

	Per 12 Pairs.
Slugging, more than 1 row and not more than 2 rows, . . .	\$0 06

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between T. D. Barry & Co., shoe manufacturers of Brockton, and employees in the heeling department of their Factory No. 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by T. D. Barry & Co. to employees in said department of Factory No. 2 at Brockton for work as there performed:—

	Per 12 Pairs.
Slugging, 1 row or less,	\$0 04
Slugging, more than 1 row and not more than 2 rows,	06

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between T. D. Barry & Co., shoe manufacturers of Brockton, and employees in the heeling department of their Factory No. 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the price paid for shaving heels in Factory No. 2 of T. D. Barry & Co. at Brockton.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

Result. — About six months later these matters became the subject of another investigation by the Board.

GARMENT WORKERS—BOSTON.

A strike of 2,100 garment workers, men and women of Boston, took place in March. One hundred shops were said to be involved. The Board effected communication with the parties on the 26th, and during several days following arranged many interviews. There was a conference of parties on the 29th, but no settlement.

It appeared that the strike was for the purpose of procuring recognition of the skirt, cloak and suit makers', the cutters' and the pressmen's unions; for the wage-earners had been informed that an association, to which it was said the employers belonged, had exacted a pledge that the principles of trades-unionism were to be combated; it was to forestall such action and bring on an issue that the union declared the strike. Before April 27 some fifty odd firms had yielded to the demand, and the strikers returned to their former work in those shops. Under an agreement suggested by the Board, two-thirds of those who first went out were at work. They conceded that the agreement secured them all they desired. From time to time like agreements were made with other employers; there were still several hundred out on strike.

Court proceedings were resorted to. The legality of the contract was established. An injunction against the strikers was procured. The union dissolved. As many of the strikers as were successful in obtaining work returned on the employers' terms. The controversy was at an end. Such agreements as had been made were adhered to faithfully by the parties, despite the fact that the employers who held out to the end, not being obliged to consult any one's will but their own, were believed to have secured a great advantage.

TEAMDRIVERS — BOSTON.

Agreement between the transportation and forwarding concerns of Boston and their teamdrivers was effected yearly, every December or January, for several years through the advice and assistance of this Board. At times, when concessions of one kind or another were made, it was argued that the limit had been reached. Each year the agents of the contracting parties and the Board found mediation a harder task than before. The agreement for 1906, which was between the association of master teamsters and the brotherhood of teamdrivers, was the result of prolonged negotiation, and bears the date of April 2.

The year 1907 opened without the usual controversy in this industry. The agreement had yet three months to run, and the workmen believed that it would be renewed. There were contradictory rumors of settlements and difficulties. Each of the parties, answering the Board's inquiries, reported from time to time concerning individual agreements, and that the master teamsters as a body had resolved to abstain from further negotiations. In the latter part of March it appeared that eight or nine of the larger establishments employing teamdrivers were not disposed to make any agreement with agents of the drivers in their employ. This group of the Master Teamsters' Association and some others had allied themselves to an agency which formulated the policy of the next three months in the following circular: —

EMPLOYERS' ASSOCIATION OF BOSTON, MASS.,
NEW ENGLAND BRANCH OF THE CITIZENS' INDUSTRIAL ASSOCIATION OF AMERICA,
BOSTON, MASS., March 30, 1907.

DEAR SIR:— The walking delegate is busy visiting the master teamsters just now, and possibly has visited you with the idea of getting you to sign the union agreement.

Of course I know you will not do so, but I want to impress upon you one very important thing, and it is this: you will help your cause more than you can possibly know by simply saying to him, in plain, emphatic English, that you have no business to transact with him and no time to waste, but if your men desire to consult you *individually* (not by *committee*) you will give them a courteous hearing.

Every time you consent to discuss the matter with an agent or officer of the union you weaken your cause, and make it harder for yourself and us to handle the situation.

Already this morning I have had it reported to me that six of our members had signed. I believed it was a lie of the business agent, and confirmed my belief by consulting the parties, and in each case they told me they had told the delegate that they would *not* sign.

Don't believe anything you see in the papers or hear on the street that these agents say. Don't allow yourself to be influenced or stampeded by them. Simply say to them that you are a member of the Employers' Association, and that if they want to talk they can be accommodated by calling here.

Another thing: if a strike occurs, don't interfere with your competitor's business. If it is offered you because you are better able to handle it, *refuse it*, and in the end you will not regret it.

Above all, don't allow the members of the Board of Arbitration to butt in; refer them to me.

Yours respectfully,

ALBION P. PEASE, *Secretary*.

Our rooms are open from 8 A.M. until 5.30 P.M. It would be advisable, if a strike is precipitated, to meet each other about 3 P.M. each day.

Among the houses involved were Fifield, Richardson & Co., Johnson & Co., J. S. Hilliard & Son, Boston Forwarding and

Transportation Company, H. W. Annable, F. Knight & Son Corporation, Lewis Flanders & Co., and Youlden, Smith & Hopkins. Subsequently the firms of E. G. Tutein & Co. and R. Presby & Co. appeared in this group. April 2, the anniversary of the last yearly agreement, passed without renewing the understanding in these establishments. The Board renewed its efforts to bring about an adjustment, but without avail, the employees giving as a reason that the difficulty had persisted too long to be settled amicably. On Wednesday, the 3d, 360 teamsters quit working for those employers. The strike was a contest of endurance and exhibited many disagreeable features.

The drivers' demands were, substantially: \$1 increase in weekly pay; 25 cents an hour for work performed in excess of 11½ hours, and twice that rate for holiday work. The men proffered their claims through agents, but in no quarter did they seek any recognition for their union. While the Board was in constant communication with one side or the other, and alert to seize any opportunity for mediation, an opinion was expressed in the daily papers that the Board should investigate and render a decision; but the Board had investigated and advised the parties from time to time, and arbitration under the law could not be resorted to without a joint submission of the controversy. Such an event was rendered even more improbable by a new controversy as to what were the demands that had been made. Toward the end of April the master teamsters explicitly stated, and the drivers as explicitly denied, that the question of recognition of the union had been made before the strike. "This involves a principle," said an agent of the masters, "and a principle cannot be arbitrated."

The master teamsters appealed to merchants for moral and financial support in the third week of the strike. The team-drivers' union thereupon issued a solemn warning to all firms "with whom we are at peace, to carefully avoid doing work for the struck firms." A general strike of freight handlers, drivers, helpers and longshoremen, as a possible result, which would stagnate all traffic, was apprehended. On April 26 the Snow Forwarding Company of Cambridge locked out its teamdrivers, and subsequently offered to receive them into their former places provided they would leave the union, but none returned. Strangers known as "strike-breakers" were brought to the city, protected by the police, housed in a building by themselves and subsequently in a steamboat devoted to the purpose of lodging them and moored to a wharf in South Boston. The new drivers, being unacquainted with the plan of the city and often wilfully misdirected in their way, were unable to haul goods with celerity, and frequently delivered them to the wrong persons or at places for which they were not marked. Crowds were often attracted by such trying occurrences, and rows sometimes ensued. On April 29 Michael J. Cunningham, aged twenty-three, died from the effects of a bullet wound inflicted by a strike-breaker. On that day it was reported that 40 new men quit working and abandoned their teams and vehicles wherever they happened to be at 2 o'clock, thereby blockading some of the busiest thoroughfares. On May 6 a temporary injunction was issued against the officers and members of the teamdrivers' union. The president, speaking for his union, said: "We submit to these provisions, for they enjoin us from nothing that we have done or wish to do. The pretence

is to 'put us where we belong,' as though we sought to be anywhere else; the truth is, we have not made any disturbance and have advised against violence."

This Board was not the only intermediary whose good offices were accepted by one party and refused by the other. The Civic Federation of New England, in its solicitude for the public weal, endeavored to bring the parties to reason with each other. The following correspondence set forth in the daily papers the posture of teaming affairs in the middle of May: —

MAY 14, 1907.

TO MESSRS. LEWIS FLANDERS & CO., J. S. HILLIARD & SON, FIFIELD, RICHARDSON & CO., JOHNSON & CO., BOSTON FORWARDING AND TRANSFER COMPANY, H. W. ANNABLE, F. KNIGHT & SON, R. PRESBY & CO., E. G. TUTEIN & CO., and SNOW FORWARDING COMPANY, Boston.

To the former employees of above firms, members of Team Drivers' Union No. 25, Boston.

GENTLEMEN: — We desire to submit to you the suggestion of an informal conference, having for its object the ending, if possible, of the present teamsters' strike in the city of Boston.

According to statements made in the press within the last few days, the employing team owners have expressed a willingness to grant substantially the wage conditions desired by the teamsters; while, on the other hand, the teamsters are reported as stating that they do not ask for the so-called "closed shop," and are prepared to waive the request for preference in employment to union members.

If these statements are correct, or substantially so, it would seem that there is very little remaining at issue in this contest, certainly not enough to justify further prolongation of the expense and loss to all parties concerned and inconvenience to the business community, together with the constant possibility of still more serious complications.

This association has thus far refrained from any formal proposal of a conference, understanding that a meeting was not desired by either party, and recognizing the full right of all concerned to handle their own interests according to their best judgment. It recognizes that right to-day, but regards it also as a duty, now that the real

issues have become apparently so unimportant, to propose a conference between duly selected representatives of both sides, for the purpose of at least determining just what is now at issue, and whether a prompt ending of the difficulty cannot be brought about. The questions of whether there is, should be or should not be, a union of teamsters or an association of employing team owners in Boston, or whether a settlement should take the form of a signed contract or not, do not seem sufficiently practical or vital issues to prevent at least a common effort to end the present situation.

Details of such a conference could be arranged directly between the parties or their representatives, or we should be ready to assist in that respect if so requested. Should the presence of any disinterested parties at the conference be thought desirable, we would endeavor to secure their attendance, not to arbitrate, but to co-operate towards the result indicated in such ways as might be required.

Awaiting your reply, we remain, yours respectfully,

LOUIS D. BRANDEIS,
Chairman Conciliation Committee.

HAYES ROBBINS,
Secretary.

OFFICE 165 CAUSEWAY STREET, BOSTON, MASS., May 14, 1907.

Civic Federation of New England, 101 Tremont Street, Boston, Mass.

GENTLEMEN:—Your favor of even date is received. In reply we wish to state that our position is the same now as it was even before the strike started. Our organization in this strike and all other difficulties which we have ever had has never refused any overtures tending to conciliation, arbitration or any other measure which would tend to bring about amicable relations between our employers and our men. We will be pleased to answer a call for such a purpose as you stated in your communication from your organization or any other organization which has the public welfare at heart.

Thanking you for the interest you have taken, we beg to remain,

- Yours respectfully,

TRUCK TEAMSTERS' LOCAL NO. 25,
DANIEL J. TOBIN,
WILLIAM J. O'NEIL,
JOHN M. GILLESPIE,
Executive Committee Local No. 25.

BOSTON, May 16, 1907.

TO LOUIS D. BRANDEIS, *Chairman Conciliation Committee*, and HAYES ROBBINS, *Secretary of the Civic Federation of New England*.

GENTLEMEN:—The undersigned (master teamsters) acknowledge receipt of your letters addressed to us severally under date of May 14.

We conceive your intent to be wholly pacific, but the action you suggest is unnecessary.

Had the newspapers been carefully read during the last few days, there would not have been made the error of stating that we, "the employing team owners, have expressed a willingness to *grant* substantially the wage conditions desired." We have stated over and over again in the press that we are actually *paying the schedule of wages suggested by the Teamdrivers' Union*, and in some cases higher wages; and that if the men who left our employment desire to return, all they have to do is to present themselves at our offices to fill vacancies. This indicates clearly that there is no issue between us and the men we employ.

The fact that some self-appointed agency wishes to be recognized as a medium between us and those who wish to work for us appeals to us as so dangerous that we decline to enter into negotiations with such agency.

We further advise you that this matter has been fully discussed and considered by our counsel, before a tribunal which we believe to be fully capable of dealing with it.

The enclosed statement, which has been widely distributed, more fully and clearly states our position.

Very truly yours,

LEWIS FLANDERS & Co.

J. S. HILLIARD & SON.

BOSTON FORWARDING AND TRANSPORTATION COMPANY,
AUBREY HILLIARD, *Treasurer*.

F. KNIGHT & SON CORPORATION,

CLARENCE H. KNIGHT, *President*.

FIFIELD, RICHARDSON & Co.

E. G. TUTTIN & Co.

JOHNSON & Co.

THE SNOW FORWARDING COMPANY.

H. W. ANNABLE.

R. PRESBY & Co.

On May 16 a settlement was effected by the State Board between a master teamster and his teamdrivers' agent, with the result that his former employees returned to the stable on terms satisfactory to both parties. The agent and some other firms soon made agreements, which were not given the publicity accorded to strike incidents. The strike lingered till the latter part of July in six of the larger establishments. On July 21 the strike was declared off, in the sense that former positions were not demanded. It was voted that teamdrivers might work at other stables than where they were formerly employed, if they could secure the terms for which they had struck and were allowed to wear the union button. It appeared that the employers were willing enough to employ strikers formerly employed at one another's stables, for soon every vestige of trouble disappeared. The total cost of the strike, which lasted nearly four months, estimating strike pay, contributions and loss of wages and of profits, amounted to more than \$200,000. Both parties claimed a victory.

On November 6 the master in chancery reported to the court suggesting the dismissal of the application for the issuance of a permanent injunction, inasmuch as there was no actual trouble at the time, and for other reasons. The master teamsters objected on December 18; a clause admonishing the union against paying the railroad fares of strike-breakers as an inducement to leave the city was, on motion of the union, stricken out, and, the union withdrawing all other objection thereto, a permanent injunction issued.

**GRANITE CUTTERS—MILFORD, WORCESTER,
HOPKINTON.**

The granite of Milford is largely used in the building branch of granite manufacturing. In the latter part of March the granite cutters demanded of several manufacturers of Milford an increase of 3 cents an hour in wages, so that instead of 40 they should receive 43 cents, and for the establishment of a Saturday half-holiday throughout the year. Some conferences were had, and the granite manufacturers expressed their willingness to pay 40 cents an hour and grant the Saturday half-holiday during the summer months, as had been the rule recently. No agreement was reached.

On April 1 the granite cutters, numbering about 200, quit work in the Norcross and the Webb establishments at Milford. It was understood that the strike included the Perry establishment, which had been idle for more than a week previously. Quarrymen and blacksmiths, belonging to two other unions, having made similar demands, came out on strike at the same time. On April 25, 65 in the employ of the Webb Granite and Construction Company at Worcester, cutting Milford granite, went out on strike, in sympathy with the Milford journeymen.

When negotiations ceased the Board intervened and ascertained the facts. It appeared that the dispute was such as the passage of time might help to compose. Towards the end of the third week an interview was had with the strikers' committee at Milford, but without effecting any change. After a long interview the committee signified its intention of reporting to the union that there were three propositions for consideration: (1) that the two national or-

ganizations representing the respective sides be vested with full power to negotiate a settlement; (2) that the workmen's committee be given full power to settle, except that before signing, any matter formulated should be referred to the union for ratification; (3) that the advice of the State Board be sought.

On April 30 the committee was once more seen at Milford. They said that the second of the foregoing propositions was still under consideration by the union, modified so as to appear as follows: three members from each of the chief executive committees and three members from each of the local organizations, employers on the one hand and journeymen on the other, to meet in Boston to consider a plan of settlement; that any conclusions that might be arrived at would be subject to ratification by the union before becoming binding. But this was unsatisfactory to the general officers of the granite cutters' union, and one expressed himself as loth to act except with a committee fully authorized to conclude a settlement. There were too many other important matters to forbid them wasting their time in perpetually drawing up propositions.

Arrangements were made for a conference of parties in the presence of the Board at Milford on Friday, May 3. On May 8 negotiations between the parties were resumed, and it was not deemed expedient for the Board to move further in the matter. Committees from both sides met from time to time during the ensuing fortnight. During the night of May 19-20 a settlement was reached by W. S. Alexander of Barre, Vt., secretary of the National Granite Manufacturers' Association, and James Duncan of Quincy, secretary of the

International Granite Cutters' Union. Both men had been delegated with large powers from their respective organizations. On May 21 the granite workers of Milford returned to work. On the following day the granite cutters of Worcester returned. The quarry blacksmiths engaged to sharpen tools in the places of those who went out on strike were retained, and places found for all the tool-sharpeners who returned to work. The text of the agreement is as follows:—

AGREEMENT, 1907-1912.

Article 1.—For granite cutting in Milford, Mass., 8 hours shall constitute a day's work for the first five days of the week, and 5 hours on Saturday; from November 1, 1907, to April 1, 1908, 8 hours a day, six days in the week. From April 1, 1908, there shall be a Saturday half-holiday until the expiration of the bill.

Article 2.—The wages for granite cutters shall be 42 cents per hour, minimum; surfacing machine cutters, 45 cents per hour, minimum. Banker wages may be paid for the first two months to men learning on machines.

Article 3.—All work done outside of the regular working hours shall be counted as over-time, and paid for once and one-half.

Article 4.—Double time for Sunday and the following holidays: Patriots' Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas.

Article 5.—There shall be no over-time excepting in cases where it is absolutely necessary to finish a stone or two that may be immediately wanted, or in case a stone has been delayed in quarrying or has been spoiled in cutting or handling.

Article 6.—Surface-cutting machines and saws used for cutting granite shall be operated by members of the G. C. I. A. of America. The minimum wage rate for polishers to be 36 cents per hour, and the minimum wage rate for sawyers to be 31 cents per hour. The above rates for polishers and sawyers to remain in force until April 1, 1908, after which the average minimum of the polishers and sawyers in New England shall establish the minimum wage rate in Milford until April 1, 1912, in no case to be less than the above rate.

Article 7. — Surfacing machines shall be operated at a distance not less than 75 feet from the cutting shed, unless a system is in operation to carry off the dust, which is satisfactory to the adjustment committee of the cutters and employers.

Article 8. — Granite saws not to be operated in same compartment as cutters.

Article 9. — Hours of labor to be from 7 A.M. to 4 P.M., with one hour nooning from April 1 to November 1; and from November 1 to April 1 the hours shall be from 7.30 A.M. to 4 P.M., with one-half hour nooning.

Article 10. — Wages to be paid weekly, and not more than five days retained. Workmen to be paid during working hours.

Article 11. — All workmen discharged shall be paid at once in money. Workmen leaving on their own account shall be paid at once in money until 10 per cent. have left during the week. Any others to be paid by check.

Article 12. — Good sheds shall be provided for cutters, for shelter from sun and rain, and to be properly heated in winter; all sheds to be properly ventilated.

Article 13. — There shall be an agreement drawn up between employers and apprentices to have them serve three years, and a skilled granite cutter appointed to instruct them where the foreman cannot properly instruct them.

Article 14. — Any dispute arising between employer and employees on the above agreement shall be submitted to a committee representing employer and employees, to be known as the adjustment committee; should said committee fail to agree, a third party to be selected by them to act with them; or if any dispute warrant it, the contentions to then be left to sub-committees of the general executive officers of both associations for settlement. The decision in either event to be final, and pending the consideration of which there shall be neither a strike, lockout nor suspension of work.

Article 15. — The above agreement and regulations to take effect April 1, 1907, and continue to April 1, 1912. After that date, should either party desire a change, three months' notice shall be given previous to April 1 of any year. Should no notice be given, this agreement and regulations to continue from year to year. Where notice of change shall be given, conferences to begin the first week in January.

The agreement was signed by the Webb Pink Granite Company, the Norcross Bros. Company and the Massachusetts Pink Granite Company, and a committee of workmen.

In the latter part of April one of the leading manufacturers moved upon the town authorities, and the selectmen notified the Governor of the strike. On May 2 notice was received from the selectmen of Hopkinton of a strike of granite cutters in that town, requesting the Board to take such steps as would tend to bring about a reconciliation of the parties. The Board was doing all that any impartial body could do, and was meeting with more success than appeared upon the surface. It is believed that the above agreement will be effective for the preservation of harmony between employer and employed in the granite industry of Milford and adjacent towns.

BIGELOW CARPET COMPANY — LOWELL.

On April 3, Greek boys in the dye house of the Bigelow Carpet Company at Lowell, 110 in number, requested an increase in wages. The second hand whom they approached referred them to the overseer, who rejected the request, and suggested that if they did not like the work they might as well leave. They left. Their defection was increased by the withdrawal of certain Greeks and others in the yard department and in the wool department to the number of 125.

The Board mediated between the parties, but it appeared to the officers of the company that the men left of their own accord. They were willing, however, to examine into the existing conditions, in an effort to find a solution of the diffi-

culty. They said that to accomplish this they would need until the 3d of May to make a proper investigation, and any change that might be determined upon would go into effect on May 5. Before engaging in this investigation they laid down the condition that all hands who quit work should return on the 11th of April at the rates of wages then in vogue. The employees rejected this, but on the 15th of April informed the Board that they were ready to accept the company's terms, as they would have done at first if they had fully understood the matter; but the company, responding to the Board's inquiries, said that there were no places for them at that time, though there might be later. The officers of the company declared they had sufficient workmen to carry on the industry without any inconvenience. Nothing further was heard of the difficulty.

CLARK & COLE—MIDDLEBOROUGH.

Prior to 1907 an agreement existed between Clark & Cole, box manufacturing corporation of Middleborough, and wood workers in its employ. Difficulties were settled amicably, and readjustments were made from time to time without strike or lockout. When agreements expired the parties kept on the same as before until the beginning of 1907, when misunderstandings crept in. During the stress of emergency orders the boxmakers refused to work over-time at the former rate, known as time and a quarter, and raised the rate without notice to "time and a half." Letters miscarried and

appointments were broken without intention. The president of the company and the agent of the workmen in interest became estranged. The employer, believing that he needed the assistance of other employers, entered into relations which were calculated to promote ill will rather than a friendly settlement. Notices were posted on April 5, announcing that "On May 1 the firm will conduct an open shop, showing no discrimination or favoritism to any employee because of membership in any organization. The hours of labor and wages will remain the same."

On the 9th of May, after several months' negotiations, the Board found both parties desirous of a settlement, but unable to get around the barriers they themselves had erected. It was agreed, on the part of the workmen's agent, to ignore the offensive notice posted on the walls; and, on the part of the employer, never to replace it with a like notice whenever it should happen to be worn out. A perfect understanding was reached, but both parties deemed it inexpedient in the circumstances to commit it to writing. No difficulty has since arisen.

GEORGE E. KEITH COMPANY—BROCKTON.

On April 12 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between George E. Keith Company, shoe manufacturer of Brockton, and vamps in its Factory No. 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of

the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company to said employees in Factory No. 2 at Brockton for work as there performed upon sixth-grade shoes:—

	Per 12 Pairs
Ordinary vamps, 2-needle, close-row machine,	\$0 20
Oxfords, 2-needle, close-row machine,	15

By the Board,

BERNARD F. SUPPLE, *Secretary.*

M. A. PACKARD COMPANY—BROCKTON.

On April 12 the following decisions were rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between M. A. Packard Company, shoe manufacturer of Brockton, and vampsers in its Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by M. A. Packard Company to said employees in Factory No. 1 at Brockton for work as there performed:—

	Per 12 Pairs.
Bluchers, 1-needle machine, 2 space rows,	\$0 27
Ordinary vamps, 1-needle machine, 2 rows,	30

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between M. A. Packard Company, shoe manufacturer of Brockton, and vampsers in its Factory No. 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of

the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by M. A. Packard Company to said employees in Factory No. 2 at Brockton for work as there performed: —

	Per 12 Pairs.
Bluchers, 1-needle machine, 2 space rows,	\$0 25
Ordinary vamps, 1-needle machine, 2 rows,	27

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between M. A. Packard Company, shoe manufacturer of Brockton, and tip-folders.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by M. A. Packard Company to said employees at Brockton for work as there performed: —

	Per 12 Pairs.
Folding tips by power machine (including cementing),	\$0 01½

By the Board,

BERNARD F. SUPPLE, *Secretary.*

HOWARD & FOSTER COMPANY — BROCKTON.

On April 12 the following decision was rendered: —

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Howard & Foster Company, shoe manufacturer of Brockton, and employees in its heeling department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which

is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Howard & Foster Company to employees in said department at Brockton for work as there performed:—

	Per 24 Pairs.
Heeling,	\$0 18
Heel-breasting,	06

By the Board,

BERNARD F. SUPPLE, *Secretary*.

W. L. DOUGLAS SHOE COMPANY—BROCKTON.

On April 12 the following decisions were rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and bottom-scourers in its Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to said employees in Factory No. 1 at Brockton for work as there performed:—

SCOURING BOTTOMS WITH PINWHEEL AND NAUMKEAG.

	Per 24 Pairs.
Four-dollar shoes,	\$0 15
Cottage-shank shoes,	15
Single pairs and samples,	19

By the Board,

BERNARD F. SUPPLE, *Secretary*.

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and heel-scourers in its Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to said employees in Factory No. 1 at Brockton for work as there performed:—

SCOURING HEELS, TWO PAPERS.		Per 24 Pairs.
Regular shoes,	.	\$0 09
Shoes higher than regular,	.	12
Samples,	.	12

By the Board,

BERNARD F. SUPPLE, *Secretary.*

Result.—On July 27 notice was received from the employees that after 60 days they would not be bound by the decisions. Thus far the matters have not been brought again to the attention of the Board.

**A. C. BROWN, WARREN W. WITHAM, D. M. HILTON
COMPANY—GLOUCESTER.**

The agreement of the 26th of March, 1906, between teamsters of Gloucester and Warren W. Witham and A. C. Brown, and that of April 13 between D. M. Hilton Company and teamsters were in force for one year, when the parties desired to renew them. The Board went to Gloucester on April 15 and reduced the understanding to writing.

HOAG & WALDEN—LYNN.

On April 26 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Hoag & Walden, shoe manufacturers of Lynn, and employees in their lasting department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Hoag & Walden to employees in said department at Lynn for work as there performed:—

OPERATING CONSOLIDATED HAND-METHOD MACHINE AFTER HAND-PULLING.*McKay Work.*

First grade :—	Per Pair.
Kid, box calf or gun metal:—	
Plain toe, no box,	\$0 01½
Plain toe, canvas or gum box,	01½
Tip of same stock and canvas or gum box (by agreement),	01½
Patent leather tip and canvas or gum box (by agreement),	01½
All shiny leather:—	
Plain toe, no box,	02½
Plain toe, canvas or gum box,	02½
With tip, canvas or gum box,	02½
Second grade :—	
Kid, box calf or gun metal:—	
Plain toe, no box,	01½
Plain toe, canvas or gum box,	01½
Tip of same stock and canvas or gum box,	01½
Patent leather tip and canvas or gum box,	01½
All shiny leather:—	
Plain toe, no box,	01½
Plain toe, canvas or gum box,	01½
With tip, canvas or gum box,	01½
Sole-leather box, no extra.	
Samples (by agreement), extra, \$0.01.	

Welt Work.

	Per Pair.
Kid, box calf or gun metal:—	
Plain toe, no box,	\$0 01½
Plain toe, canvas or gum box,	01½
Tip of same stock and canvas or gum box (by agreement),	01½
Patent leather tip and canvas or gum box (by agreement),	01½
All shiny leather except patent kid:—	
Plain toe, no box,	02
Plain toe, canvas or gum box,	02
With tip, canvas or gum box,	02
Patent kid,	02½
Sole-leather box, no extra.	
Samples (by agreement), extra, \$0.01.	

By agreement of the parties, this decision shall take effect as of date of February 14, 1907.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

E. E. TAYLOR COMPANY—BROCKTON.

On April 29 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between E. E. Taylor Company, shoe manufacturer of Brockton, and employees in its solefastening department.

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices be paid by E. E. Taylor Company to employees in said department at Brockton for work as there performed:—

	Per 12 Pairs.
Goodyear stitching,	\$0 20
Goodyear stitching with fudge-stitch attachment,	20

By the Board,

BERNARD F. SUPPLE, *Secretary.*

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On May 1 the following decisions were rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company and employees in the edgemaking department of its Factory No. 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by W. L. Douglas Shoe Company to said employees in Factory No. 2 at Brockton for work as there performed:—

	Per 24 Pairs.
Edgesetting once, Goodyear or McKay shoes,	\$0 30

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and employees in the stitching department of its Factory No. 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by W. L. Douglas Shoe Company to said employees in Factory No. 2 at Brockton for work as there performed:—

	Per 12 Pairs.
Undertrimming bals., bluchers, buttons, oxfords, blucher oxfords or button oxfords,	\$0 09

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and employees in the sole-fastening department of its Factory No. 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by W. L. Douglas Shoe Company to said employees in Factory No. 2 at Brockton for work as there performed:—

	Per 12 Pairs.
Welting (men's or boys' shoes),	\$0 18

By the Board,

BERNARD F. SUPPLE, *Secretary.*

T. D. BARRY & CO.—BROCKTON.

On May 1 the following decisions were rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between T. D. Barry & Co., shoe manufacturers, and employees in the sole-fastening department of their Factory No. 1 at Brockton.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by T. D. Barry & Co. to said employees in Factory No. 1 at Brockton for work as there performed:—

	Per 12 Pairs.
Goodyear stitching,	\$0 21
Goodyear stitching with fudge-stitch attachment,	21

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between T. D. Barry & Co., shoe manufacturers, and employees in the sole-fastening department of their Factory No. 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by T. D. Barry & Co. to said employees in Factory No. 2 at Brockton for work as there performed:—

	Per 12 Pairs.
Goodyear stitching with fudge-stitch attachment,	\$0 19

By the Board,
BERNARD F. SUPPLE, *Secretary.*

REYNOLDS, DRAKE & GABELL—BROCKTON.

On May 1 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Reynolds, Drake & Gabell, shoe manufacturers of Brockton, and employees in their sole-fastening department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by Reynolds, Drake & Gabell to said employees at Brockton for work as there performed:—

	Per 12 Pairs.
Goodyear stitching with fudge-stitch attachment,	\$0 22

By the Board,
BERNARD F. SUPPLE, *Secretary.*

E. E. TAYLOR COMPANY — BROCKTON.

A joint application for a price for stitching boxes was received on May 10 from E. E. Taylor Company of Brockton and employees. The stitchers requested the Board to supplement whatever information might be obtained at the hearing by investigation with the assistance of experts, and the employer waived such an investigation; the Board notified the parties that it was willing to go on with the case as soon as they reached an agreement upon the mode of investigation. Their agents did not find it difficult to do so when they came together in conference. Agreement, once begun, ran its course till every difference was adjusted. The Board received on May 20 a notice of settlement, jointly signed by T. J. Evans and F. E. Studley for the respective parties, with a request that the application be placed on file. No difficulty has since arisen in this department.

WALTON & LOGAN COMPANY — LYNN.

On May 11 a joint application, signed by Walton & Logan Company and John D. Dullea, alleging controversy as to prices for lasting on the Consolidated Hand-method and pulling-over machines, was filed. A hearing was assigned several times, but postponed for one reason or another on motion of the employer, the employees consenting. The matters were heard on June 6, and the Board was about to undertake investigation with the aid of expert assistants, as requested by the parties, when it was reported that the employer had severed his contractual relations with the workmen. Inquiries were made of both parties. The company requested that the

Board proceed with the arbitration, but the employees insisted upon withdrawing from this mode of adjustment. The Board desiring to compose the difficulty, invited both to a conference. The employees' agent appeared, but the employer did not; and the application was placed on file on September 5.

On September 10 the employer communicated with the Board, expressing a desire for arbitration, and was informed that the Board would do what it could to bring the parties into harmony, but that under the law it could not make an award unless the matters in dispute were jointly referred to it for decision. It appeared that a change had occurred in the local organizations; and the operators on the machines in question in Walton & Logan Company's factory had seceded from the Boot and Shoe Workers' Union to form a local independent organization. The Boot and Shoe Workers' Union had no interest in the seceders, and the seceders had no interest in arbitration proceedings pursuant to the former contract. Moreover, they now discovered that the wages paid were satisfactory. No controversy has since arisen.

ROBINSON & JONES—NATICK.

In 1905, on May 15, under the auspices of this Board, an agreement was entered into between Robinson & Jones of Natick and their teamdrivers "to continue indefinitely without alteration until a new agreement be entered into." The agreement may be found on page 73 of the report of this Board for 1905. Under this agreement employees were free to enter the union or remain out. Rightly or wrongly, some one pretending to speak by the authority of the union re-

quired of Robinson & Jones that they employ none but union men. The firm declined to do so, and a conference was had, which did not result in agreement. The employers were thereupon put upon the unfair list, and their customers were requested to withdraw their patronage. Robinson & Jones immediately notified the teamsters' union that they would no longer be bound by the agreement of May 15, 1905.

On May 10 Mr. Robinson invoked the mediation of this Board, and a conference at the State House in the presence of the Board was forthwith arranged with Mr. Tobin, president of a joint council of delegates from various unions in the vicinity of Boston. Mr. Robinson argued that the usual clause giving preference to union men had been left out of the agreement deliberately; for it was well known that the settlement of May 15, 1905, could not have been made if the union had forced any demand for preference. His men, he said, were no longer all of them members of the union, but exactly half and half; two would not join anyway; two had lost their membership, being without funds through misfortune; and the four others wore the union button. When he refused to compel the non-union men to seek admission into the union, the union took away the button from those of its members who worked for him, and announced to Robinson & Jones's customers that it would be "unfair" to accept coal delivered by a driver having no union button. As a consequence, the town authorities entered into no more contracts with him, and one contract, amounting to \$100,000, was awarded to a Newton man, who came to Natick, hired a vacant stable, put in his horses, bought his wagons and did the business almost within view of Robinson's office. When the Natick man

figured on the contract, he had to consider the union day of 9 hours; the Newton man, having no agreement with any union, made his estimates upon a 10-hour basis. Mr. Robinson deemed it a poor return for his friendship for the workingman, and was determined to resist aggressions, as a matter of principle, whatever might be the consequence. The time for suggestions of expediency had gone by, he said, and, since nothing would satisfy him but a settlement based upon the principles of justice, he preferred that no effort to conciliate be made by anybody. Mr. Tobin said that, whatever his personal views in the matter might be, his authority was slight, and he could imagine no way of convincing the workmen in question that they were acting unjustly. The conference dissolved without anything to warrant a hope of agreement; and the Board abstained from further mediation.

While preparing this statement it was reported to the Board that the teamsters of Natick, assisted by their general officers, were engaged in an effort to compose the difficulty. The members of the firm said that, since all the offensive acts proceeded from the workmen, and no reprisals had been taken, the employer had no false position to recede from; while, on the other hand, good morals dictated that the strike be declared off and the boycott lifted. At latest accounts the relations of the parties had not been improved.

**STONE & WEBSTER ENGINEERING CORPORATION—
LOWELL.**

On May 20, 75 men engaged in laying conduits for electric wires went on strike for an increase of 25 cents a day in their wages. They were receiving \$1.75 a day from the Stone & Webster Engineering Corporation. The Board offered its services as mediator. The employer said in reply that there was no hurry about the work, and no desire for a settlement of any kind. Subsequently it was learned that a majority of those who failed to secure their old jobs sought and obtained work elsewhere.

ROOFERS — BROCKTON.

As far as the roofing business in Brockton is concerned, there are no non-union men employed. In May some 30 roofers fought for the 8-hour day, and a wage agreement calling for \$3.50 per day for journeymen and \$2.50 for helpers. There was some delay on the part of the employers, and the workmen absented themselves from work, giving out, however, the explanation that it was not to be considered a strike. The Board interposed on May 20, and gave the general officer in charge of negotiations suitable advice. He submitted a copy of a proposed agreement, which he undertook to modify in such a way as to provide for peaceful settlements. After two days the roofers returned to work. No further difficulty was heard of in that quarter.

MACHINISTS—FITCHBURG.

On May 20 the journeymen, who were members of the International Association of Machinists and of the trades union locally known as Rollstone Lodge No. 409, of Fitchburg, submitted to proprietors of machine shops a proposed agreement consisting of 10 articles, and requested that it be approved by them before June 1. It proposed: a 50-hour week; overtime work to be voluntary, and reckoned in "time and a half"; holiday work in double; 40 cents as the minimum hour rate for tool-makers; hour rates for machinists and others to be increased 5 cents; an increase of 2½ cents in the hour rates for apprentices; a four-year apprenticeship; that apprentices be limited in number to one for each shop and one more for each five machinists; piece work to be voluntary, and productive each day of a day's pay; old hands to be preferred for light work; that grievances be adjusted in a friendly manner, without strike or lockout, with appeal to such local board of arbitration as might be constituted by the parties in interest; and that no workman be punished for participating in negotiations. Communications were received on May 23 from the respective employers, acknowledging the receipt of these requests. On the 25th it was common knowledge that the Worcester branch of the National Metal Trades Association, of which the Fitchburg manufacturers were a section, had voted unanimously to treat their men as individuals only, and to reject all demands of their union.

June 1 passed without any open act on either side. Apprehension of a strike impelled the mayor, the city council and associations of business men to organize, if possible, some

method of composing the difficulty. The union accepted their mediation, and showed a disposition to abate some of the workmen's demands. The manufacturers on June 12 declined the good offices of the peacemakers. During the next five weeks many earnest efforts were put forth to procure a settlement, but no progress was made. Thomas L. Wilson, a vice-president of the workmen's larger organization, came into their deliberations and restrained the local union from declaring a strike. On Monday, July 8, acting on a report that His Honor James H. McMahon and other mediators contemplated a further attempt to bring the parties together in order to avert the strike, the Metal Trades Association announced by one of its members visiting the mayor's office that the committee would not be received. At 9 o'clock that day, after five weeks of indefinite postponement, about 290 machinists cleaned up their machines, returned their tool checks, packed up their tools and went out on strike from 7 shops. One hundred and twenty quitting the works of the Putnam Machine Company and 38 leaving the shops of the Fitchburg Steam Engine Company were each handed by his employer similar copies of a "Declaration of principles" and of a "Memorandum of agreement." These set forth the terms of the employers. Among other stipulations, two were substantially that a week's work should consist of at least 45 and not more than 60 hours, and that \$40 as liquidated damages, not as a "penalty," should be paid the employer in case of a workman's breach of contract. Machinists' helpers joined the strike, and, contrary to the advice of Rollstone Lodge, 45 apprentices, many of whom were under bonds to keep at work, struck at the same time. Several non-

union men struck on the next day following, while others came out on the third day of the strike. Besides the two mentioned, the other shops that were thus disorganized were the Bath Grinder Company, 35 men; Fitchburg Machine Company, 30; C. H. Cowdrey Machine Company, 25; C. H. Brown Engine Company, 10, — all of which, with the two first mentioned, are said to belong to the Worcester branch of the Metal Trades Association. The Blake Steam Pump Company, said to be independent, suffered a loss of 4 men. In four of the shops about 40 men all told remained at work, and 3 of these were members of the union.

While the mayor and other mediators familiar with local conditions and acquainted with the parties were hopeful of a peaceful solution of the problem, the Board did not deem it necessary to interpose, but when the strike occurred, interviews were had with him and other citizens. While it appeared that for the time being the employers' purpose was unyielding, it was the opinion that a few days' time would render them more willing to converse upon the posture of affairs. Instead of this, a prolonged contest ensued. One activity of the National Metal Trades Association secures from afar throughout the country men willing to assume positions at places where strikes are in vogue. While the incoming trains were watched by pickets and many newcomers induced to leave town without applying for work, "strike-breakers," as they were called, began to appear in Fitchburg machine shops. Men who had withstood the pressure of the union were irritated by the mere presence of the strangers. Sixteen old hands who had remained at work in the shops of the Fitchburg Steam Engine Company joined

the strikers' ranks on July 13. On July 22 and 23 the Board communicated with both parties. The strikers were willing to confer on terms of settlement, but the employers would not.

A committee of Rollstone Lodge came to Boston on September 16, and requested the Board to make a further effort to procure peace, saying that there were some slight indications of a desire on the part of the master machinists to terminate the difficulty; there was a rumor of their willingness to grant the shorter work day, and the strikers were willing to respect the manufacturers' prejudices so far as to eliminate every trace of "recognition" from the demands. The Board called on the Fitchburg Steam Engine Company and the Metal Trades Association on the 19th, and was met by the same refusals to confer. The only settlement that could be procured was that strikers would be received on the same footing as any other applicants at the office, where they would have to apply on printed forms, containing the conditions under which they were to hold their jobs in the future; such applications only would receive careful consideration. During the next few days the Board had interviews and correspondence with the men, but they would not return to work in such a fashion.

The Worcester branch of the masters' association and the strikers were invited to appear by committees and confer with the Board at the Johnsonia House in Fitchburg on October 8. Messrs. Charles and Frederick Fosdick, on the part of the manufacturers, and a large committee of the workmen, came in response and met the Board in different rooms. The employers would not enter into any conference

with the other committee. The whole controversy was inquired into with diligence, the Board acting as intermediary between the parties. When the manufacturers withdrew, a statement of what they were willing to do was handed to the president of the union, in the following letter:—

STATE BOARD OF CONCILIATION AND ARBITRATION,
FITCHBURG, October 8, 1907.

To the Committee of Fitchburg Machinists.

GENTLEMEN:—I am directed by the Board to say that upon investigation it appears that the attitude of the employers in the present controversy is:—

That they are willing to receive such of their former employees as the conditions of their business will permit, upon the same terms as prevailed at the time the strike was declared.

That at any time any employee or shop's crew may confer with the employer upon matters of mutual concern, in the hope that by accomplishing and maintaining a good understanding the industrial peace which had so long continued in your city may not be again interrupted.

Yours respectfully,

BERNARD F. SUPPLE, *Secretary.*

The committee condemned the employers' attitude with much severity, but, yielding to the persuasions of the Board, consented to submit it to the next meeting of the strikers. On October 16 a letter was received from Horace M. Kendall, president of Rollstone Lodge and chairman of the conference committee, saying that the Board's communication of the manufacturers' sentiments had been duly considered by the machinists, and accepted as a report of progress. They desired a further consideration touching the 9-hour day, a fair day's pay, and extra rates of pay for work performed in excess of the regular work day; they requested, moreover, that the Board bring these matters again to the attention of

the employers. It seemed futile to renew these inquiries, after the exhaustive investigation that had been made; but a letter was sent to Mr. Kendall, expressing a desire to assist the parties to a good understanding, and asking for practicable suggestions. No reply was received. The opinions and purposes of the parties have shown no change since then.

The recent depression in business increased the supply of available mechanics, while it diminished the demand for them. It is reported that, relative to the amount of orders, the Fitchburg shops are full-handed, with room, however, for more machinists if business were more brisk. Union men are said to be working side by side with non-union men, while applicants for work are turned away in numbers greater than ever. The strike, which was never officially brought to an end and is still a serious matter to all concerned, has ceased to attract public attention.

FINLAYSON FLAX SPINNING COMPANY — GRAFTON.

Twenty-three women employed as winders and reelers in the mills of the Finlayson Flax Spinning Company at Grafton requested an increase in piece rates for their work. The employer expressed his inability to grant any higher rate. On May 20 the workwomen made a strenuous demand, and struck when it was refused. The company was obliged to shut down the mills, and as a consequence 150 other women were out of work. The Board communicated with the employer concerning the methods of peaceful settlement, and offered its services as mediator. The employer said that the company would not pay the women's demand, for the reason that the business could not afford it; since they had left of

their own accord, they might now stay out; if his attitude should change or the situation alter, he would notify the Board.

On the 27th the whistle was blown, the flax mills opened, and all hands returned to work at the wages that existed before the strike. Nobody was punished by reason of her participation in the controversy. No further difficulty was heard of in that quarter.

W. L. DOUGLAS SHOE COMPANY—BROCKTON.

On May 21 the following decisions were rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and employees in the stitching department of its Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the price paid for stitching tips (2-needle machine) on black grain and colored-grain boots, elkskin or box-calf Klondikes.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and employees in the stitching department of its Factory No. 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that

there be no change in the prices paid for stitching tips on Union Special machine, one operation, two, three or four needles.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and employees in the stitching department of its Factory No. 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in said department of Factory No. 2 at Brockton for work as there performed:—

	Per 12 Pairs
Seaming vamps, California welt:—	
1 seam,	\$0 02½
2 seams,	05
Staying button fly, single needle,	06

By the Board,

BERNARD F. SUPPLE, *Secretary*.

KITSON MACHINE COMPANY—LOWELL.

Three hundred employees in the Kitson machine shop, Lowell, left work on May 21, marched to a meeting place and appointed a committee to confer with the employer on the question of a settlement. The grievance, as stated, was that in addition to the regular rates per hour there was a bounty of 2 per cent. for producing 26 machines in a month; the company had raised this figure to 30 machines a month without notice, and the men declared that it was equivalent to a reduction of 8 per cent. in wages. Besides asking to

return to the old standard of 26 machines per month, it was concluded to ask for an additional 10 per cent. in wages. On conferring with the officials, it was learned that they intended to stop the bounty for making additional machines, and, moreover, to increase the working hours to 58 a week. When this was reported, it was voted not to return to work on any such terms.

A conference of parties was held on the 22d, in the presence of the Board. The situation was carefully discussed, and the company's attitude made clear. They desired to continue the dividends which had been in vogue for many years, with no intention to reduce wages or to overwork the men; on the contrary, they would add a sufficient force of men to produce the desired output of 30 machines. If this was not acceptable to the men, they would run the shop 58 hours a week and hire men for an hourly wage, to be agreed upon. The Board interposed on the 10th of June, and learned that some of the strikers had returned to work. On the 17th a large number returned and others signified their intention to do so, and when the Board investigated on June 18 it was found that 160 men were at work. The shop was running at the rate of 58 hours a week, with a fair prospect of producing the number of machines desired. The difficulty disappeared from public notice and there has been no recurrence of it.

THORNDIKE COMPANY — PALMER.

On May 21 a notice, as required by law, was received from the selectmen of Palmer, to the effect that a strike was in progress in the No. 2 mill of the Thorndike Company of that town. A visit was paid to Palmer, and it appeared that there

was a conflict of opinion relative to temperature and humidity in the weave room. The personnel of the management had undergone a change, and new rules had been introduced. The rules were ignored by the weavers, who said that all weavers knew when they were doing bad work, and they knew when it was necessary to shut the window; they had satisfied the employer for twenty years, and were capable of doing as good work as ever; there was no change in the quality of the product. The Board learned that representatives of the parties had got together for the purpose of adjusting the difficulty, and a settlement was shortly made. It appeared that no new order had been issued and that there had been no intention of establishing a new custom, the company saying to the weavers that it did not propose to deprive them of any rights that they had enjoyed previous to the strike. With this assurance the strike came to an end, and 325 operatives returned to work.

E. E. TAYLOR COMPANY—BROCKTON.

On May 21 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between E. E. Taylor Company of Brockton, shoe manufacturer, and employees in its stitching department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the price paid for stitching tips on Union Special machine, one operation, two, three or four needles.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

CHURCH ORGAN BUILDERS—BOSTON AND THE VICINITY.

Much of the work performed by the journeymen pipe organ builders of Boston and the surrounding towns is a special kind of carpentry or joinery. Their relations with employers had not been the subject of adjustment for thirty-five years. The week's labor consisted of 54 hours, except when under stress of completing orders in contract time it was prolonged at the same rates per hour. These, which were not uniform, rarely exceeded 30 cents, — a maximum which was less than three-quarters of the minimum recently established in house carpentry. A majority of the craft belonged to an organization known as Local 21 of the Piano, Organ and Musical-instrument Workers' International Union of America. The purpose of the local union, as set forth in its laws, is to resist any attempt to injure either master builders or fellow workmen, and to settle, if possible, all disputes in a friendly way.

Believing that a labor week of fewer hours would create a necessity for more men, the union at the beginning of the year began to discuss questions of establishing Saturday half holidays and abolishing over-time work. The following conclusions were generally accepted by the members: a week's labor should consist of 50 hours; hour rates should be increased 10 per cent.; and over-time should be computed as "time and a half." These propositions were put in a form of request, and sent on April 1 to the six church organ builders having factories in or near Boston. Having waited ten days without receiving any response, they renewed the request with

urgency, and solicited each firm for a conference to take place before April 17. During the next six weeks they obtained several interviews with the respective employers.

The Board was in communication with the parties at every stage, and when negotiations wavered interposed with timely advice. It appeared that single firms were loth to enter into agreements, because of their mutual competition; and they believed that any collective agreement that did not include the organ builders of the whole country might throw the product of the Massachusetts factories out of the market.

On May 23, journeymen, expressing a belief that they had resorted to every device for obtaining an agreement, went out on strike from the factories of E. W. Lane, at Waltham; and of Jesse Woodberry & Co., Ernest M. Skinner Company and Cole & Treat, at Boston. A conference was had with Jesse Woodberry on the same day. The workmen's representatives withdrew all demands save that of the 50-hour week without reduction of pay; and this was granted on condition that no better terms should be given to any other manufacturer. The change effected by this settlement is sometimes referred to as the Saturday half-holiday, and sometimes as the 8 per cent. increase; it simplified the controversies in other factories when the Woodberry strikers returned to their former places. Another conference was had on that day with Hook & Hastings at Weston; the men employed there were satisfied with the result, and remained at work. The men employed in Cambridge in the factory of Hutchins-Votey Organ Company were not all members of the union, and it was deemed expedient to postpone still further the strike in this factory.

The men involved in the strike of May 23 were 12, who returned to Jesse Woodberry & Co.; 24 from Ernest M. Skinner Company; and 9 from Cole & Treat and E. W. Lane. Among the men who left the employ of Ernest M. Skinner Company were 2 non-union organ builders and 4 carpenters.

The employers met on the day of the strike to take concerted action. They sent a letter to the union, stating that the notice of desired change had been too short for adequate consideration, and would cause serious losses on existing contracts; and that, while disposed to grant the Saturday half-holiday, they could not agree upon a uniform arrangement before their next meeting, pending which they hoped that the men would return to work.

On May 24, the second day of the strike, Messrs. Hook & Hastings informed their workmen that they subscribed to the letter of the preceding day; whereupon 24 men, including 2 non-union organ builders and 1 carpenter, joined the strike. Hearing that Hutchins-Votey Organ Company of Cambridge was about to build organs for Ernest M. Skinner Company, 14 union men threw up the Cambridge jobs and entered the strikers' ranks on May 26. Out of 83 strikers, all told, there were then 71 out from five factories.

The master organ builders effected relations with the so-called Employers' Association, a Boston agency that will accept no settlement other than unconditional surrender, and, having pledged themselves to reject all other advice, were counseled to refuse the union's request as the only way to remain masters. Despite this fact, the Board had several interviews with individual employers, and on the eve of the

master builders' coming together again addressed them the following letter: —

STATE BOARD OF CONCILIATION AND ARBITRATION,
BOSTON, May 31, 1907.

To the Organ Manufacturers of Boston and the Vicinity.

GENTLEMEN: — This Board will be in session at 2 o'clock Monday next, June 3, for the purpose of considering the controversy which involves a strike of some of your workmen. You are invited to appear as a body or by committee, and deliberate with the Board as to an opportune time, etc., for a conference with the workmen. Ordinarily, the Board issues invitations to both parties without such preliminary; but, acting on the suggestion of one of your own number, the Board has assigned a separate day for an interview with you, for the purpose of getting more fully your view of the difficulty.

Yours respectfully,
BERNARD F. SUPPLE, *Secretary.*

The letter was considered by the Church Organ Builders of America, a new association, at its first meeting on June 1, builders from New York, Chicago and other places being present as members. The invitation was declined in a letter saying that "there was a united and determined opposition to any recognition of the demands of the union."

Both before and after May 23, and before any collective action had been taken by the employers, the firm of Hook & Hastings had declared in favor of the Saturday half-holiday, but was resolved not to grant it under a show of compulsion. After the strike and before the meeting of the new association the firm granted the half-holiday to all then working in its factory at Weston. On June 8 the Board advised the union to declare the strike off in that factory, and permit the former employees to return to work without exacting any

conditions, confident in the Board's assurance that as soon as they acquired the status of actual employees they would find themselves in possession of that for which they had been contending. The strike in the factory at Weston was straight-way declared off, the former employees returned to work on Monday, June 10, and have been employed there ever since without any recurrence of the difficulty.

On June 8 a question arose in the factory of Jesse Woodberry & Co. at Boston, whether certain non-union workmen who had not participated in the settlement were entitled to the half-holiday which came on that day. The employer required them to work; and the union men, 12 in number, left the shop and joined the strike a second time. This difficulty was composed, however, almost as quickly as the first, and the men were all in their former places on the following Monday. Subsequently, on learning that this employer had criticised the terms of another settlement, the union offered to release the firm from the agreement of May 23; but the management of the Woodberry factory was content to let the agreement stand, and friendly relations have remained unimpaired.

The Board endeavored several times to effect a good understanding between E. W. Lane of Waltham and the 4 employees who had quit his factory; but for business reasons the employer expressed indifference to an early settlement. The firm of Cole & Treat of Boston referred the Board to their agent in matters relative to the strike — the so-called Employers' Association — for answer to inquiries. The Hutchins-Votey Organ Company offered the Saturday half-holiday for two summer months, provided the workmen would

make up in over-time one-half of the time thus lost. This offer, transmitted by the Board, was rejected by the union. The international body of organ workers supported their local organization by financial aid for sixteen weeks. Union carpenters welcomed such strikers as secured work in the construction of houses.

Notwithstanding the Hutchins-Votey strike, the union men who went out from the Cambridge factory continued on friendly footing with the workmen who remained in, and, by a seeming anomaly, with the employer also, coming and going in the factory as they pleased under a general invitation; for it was the company's policy to treat their workmen simply as such, and to ignore the union rather than antagonize it. Some careless talk interpreted as disloyal having come to the company's notice, the men at work were asked to explain it on June 11. The inquiry was held in the factory, and the officers of the company addressed them vigorously, but none ventured to make reply. The knowledge of this incident quickly pervaded the union. The Board had been endeavoring to bring about a conference in this factory with a view to settle the strike, and, having received the company's assent, recommended on June 12 that the strikers go as workmen seeking employment, and ask for a conference. The union removed all restraint, and the men in question held a separate meeting to consider the Board's advice; the question of accepting it was decided in the negative, and they visited the Board in a body to explain that the factory, with its vigilant foremen, clerks and stenographers, was no place for free discussion by men not accustomed to trade and dicker. As an example of such intimidation, they alleged

the inquiry of the preceding day, at which the non-union men were ill at ease. They would not go, but they would be glad to send their representatives; or, since the company would not treat with officers of the union, they would meet their former employer on neutral ground and in the presence of this Board. The company was straightway invited to a conference at the State House, but replied that the parties must meet alone at the factory, the workmen feeling assured that such meeting would be free from the least element of intimidation. The workmen on learning of this reply expressed their doubts and withdrew. The proposed conference was not held.

The master organ builders were convinced that it would be useless to expect a settlement on other than the terms of the union until the sixteen weeks of strike benefits had ceased, when the strike would collapse; but the period passed, and the benefits were extended to another such period. At length there were but 15 of the 83 strikers that were not employed at their trade or other occupation, or gone to other parts, and of those who remained some refused strike pay on the ground that they could do without it. It appeared, however, that, while the ability to carry on the strike was improved, all parties concerned grew tired of it.

Freeing itself from the policy of the so-called Employers' Association, the firm of Cole & Treat posted a notice that there would be no discrimination against union men, and that workmen might reckon a 50-hour week at the pay formerly received for 54 hours, or any length of week at rates increased 8 per cent. per hour, at their option. The strike

in that firm's manufactory was accordingly called off on September 21. A like notice was posted in the shop of Ernest M. Skinner Company, except that those whose pay had previously been raised 10 per cent. were not to have reduction of time without reduction of pay. The union responded on October 15 by declaring the strike off in the Skinner establishment, and almost all its former workmen not engaged elsewhere returned without delay. While 18 were then nominally on strike in Cambridge and Waltham, there were only 3 unemployed journeymen of the 83 that had quit working at one time or another in the six factories. In view of so few being out, the union on October 22 declared the strike off in the Hutchins-Votey and Lane factories, without waiting further for any action by those employers. Thus the five months' controversy came to an end.

There has been no trouble since October 22 in the organ building industry; but the need of well-drawn trade agreements, accurately defining the parts of employer and employed, is felt more and more every day.

One of the 3 journeymen out of employment was an active officer of the union; another was not even a member, and had joined the strike with reluctance. The Board tried several times to procure them work; but the master organ builders that were solicited refused to employ them, suggesting rather than specifying certain practical reasons not connected with the controversy or with any phase of the strike.

BOILERMAKERS — BOSTON.

Some three years ago a trade agreement was entered into between the manufacturers of boilers and their workmen in Boston and the vicinity. It provided that any difference arising between the parties should be adjusted by arbitration. Early this year the journeymen demanded an 8-hour day and an increase of 15 per cent. in wages. Several conferences were had; the employers offered $7\frac{1}{2}$ per cent. increase. After a while the journeymen waived the demand for a general 8-hour day, and substituted for the 15 per cent. demand a request for 10 per cent. increase. The unions affiliated in the International Brotherhood of Boilermakers and Helpers accepted the employers' offer of $7\frac{1}{2}$ per cent., but Union No. 9, which claimed to be numerically greater than they, held out for the 10 per cent. increase. The international committee ridiculed the idea of contending for a difference of $2\frac{1}{2}$ per cent.

A strike occurred on May 1, in which about 500 members of Union No. 9 and some other boilermakers quit work to enforce the 10 per cent. demand. The Board offered its services to both parties, but neither accepted, the employer saying that they could not give the members of one union a higher rate of wage than had been accepted by members of other unions. On June 3 the strike was reported at an end, the members of Union No. 9 resolving to return to work, pending an adjustment by private arbitration. Towards the latter part of September Hon. Charles S. Hamlin was selected as arbiter. On October 24 a decision was rendered. In view of the fact that the cost of living had been materi-

ally increased during the past few years, and that almost all industries had received an increase in wages of 15 to 20 per cent., while the boilermakers had received but one increase in thirty years, the umpire awarded 9½ per cent. increase, to take effect as of date of June 3, the day they returned to work. Fourteen manufacturers of boilers were affected by the decision.

NATIONAL BLANKBOOK COMPANY—HOLYOKE.

An industrial difficulty arose between the National Blankbook Company and employees, known as "forwarders," in its bindery at Holyoke, who were engaged in putting covers on books that had been sewed. A lot of 180 books had been assigned to one of them at 10 cents apiece, the price fixed by the superintendent. The man objected to the rate, and was told to go to work, assured that the company would pay him what was right; but he would not. The superintendent on May 23 said he believed that the price was fair, and gave the man no other work. His shopmates thereupon refused to work on the lots that had been assigned to them, and to demonstrate that they were on strike left the bindery, saying, however, that they would return on the following day to finish such work as was in process. It appeared that a union had been hastily formed, as a branch of the Bookbinders' International Brotherhood. The strikers referred their controversy to that body, and on Saturday, May 25, the union announced the fact to the company. It introduced a new element into the relations of this employer with its wage-earners, though common enough in other quarters. The employer's unwillingness to deal with the union was made the

occasion of a further strike on Monday, May 25. The strikers, all told, numbered about 125. That the company was willing to confer with the workmen as such, as it often did, both before and after all had left, is set forth in the following statement by one of its officers:—

We have never dealt with or recognized the union in any way in the past, but have always dealt with our employees individually or in groups, according to their various work. I accordingly went to the forwarding department and saw the man to whom this work had been assigned, and asked him to come to the office and talk it over, bringing along as many other men as he might wish. He came down alone, and stated that the matter was now in the hands of the union, and referred me to them.

I explained to him quite fully our attitude in the past, and told him that we should not make any reply to the union communication, and that if the forwarders wished to talk over the question with us, we should be glad to see them at any time as employees. I inquired a little about the price to which he objected, and he told me he could do the work assigned to him in "about five days," a statement which he made later, but modified slightly to "five or six days."

The lot of books in question would have brought him \$18 in wages in the longest time which he himself assigned, viz., six days; the books, however, could be done in much less time.

In talking over the question, I asked, in case the men found it necessary to strike, to have them leave Monday morning, instead of Monday noon, as their union communication suggested.

On Monday morning, I met about fifty or seventy-five of the men, the forwarders being then out, and explained the situation to them; but under agreement they were to meet at 9 o'clock and talk the matter over, and they left the mill for that purpose. None of them have returned since.

On Tuesday afternoon, May 28, five of the forwarders came down and handed me a written communication, to the effect that they were a committee of the union, and would like to talk over the question of wages and foremen; but I declined to see them except as employees, and the conference terminated.

On Wednesday afternoon two of the forwarders brought in a

representative of the International Brotherhood of Bookbinders, and in company with Mr. Layton we talked the matter over in all its details for nearly two hours. This was done as a courtesy to their friend, so that he would be conversant with all of the facts; and no essential statements that we made to him at that time were denied or questioned by the two forwarders who were present.

The next day he telephoned me, stating that he would like to arrange for a conference; and I told him that, while I should be glad to talk with the men directly, I should prefer that he should not accompany them hereafter, although, if there were any further matters of fact which he would like to get straightened out, I should be glad to see him, but not as a mediator for settlement. Any other course would have been clearly a recognition of the union, — a point which seems to us inadvisable.

As a result of this conversation, three of the forwarders, including two who had come to the office on the preceding day, met with Mr. Layton and myself, and spent more than three hours talking over the situation in all its phases. I stated to the men that I thought the strike had been very hasty and inconsiderate, and that their grievances had not been properly laid before us, nor had we been given time to consider them, with the possible remote exception of the piece-work price on the little lot of books in question, and on which, as I have stated, the man who was to do the work thought he could make from \$3 to \$3.50 per day, at our price.

Under these circumstances, it did not seem to me that the men could expect us to take them back with any conditions; but I assured them, with all emphasis that I was capable of, that if they returned to work they would be treated fairly and justly on all the complaints of any nature we had to submit, although we did feel that this little lot of books should be done at the price stated.

At the close of this conference I asked all three of the men if they saw any reason why our proposition was not fair and just, and each one of them replied that they did not. I then suggested to them that, if any objection was raised by any of the men after their report was received, such men would meet together at some convenient time and go over all of the points of difficulty with me, as we did not want the men to return in a disgruntled mood, feeling that they had not been treated fairly; but, on the other hand, felt that there were some aspects of the case which they had not fully considered.

This idea seemed to please the delegates, and I expected to hear from them yesterday as to some conference of this nature. Instead of that, however, all three of the men who met with us on Thursday afternoon came in yesterday and read me an ultimatum, which stated that it had been unanimously voted to decline my proposition, and that we would be referred to the International Brotherhood of Bookbinders for any future conferences we might wish to make.

As I look at it, there are two issues on the matter: one is an objectionable foreman; and the other is our consent to recognize the union. So far as the first point is concerned, we are perfectly willing to take it up in a fair and just manner, allowing both sides to be heard, but with the understanding that in the mean time the men shall be at work, and not holding a strike club over our heads. No objection to this foreman was ever suggested to us by the men until Tuesday, when all of the men were out; and this point was not discussed with any thoroughness until Thursday afternoon. In reference to this matter, I told all three of the men that I thought this would be settled "in a manner that would be entirely satisfactory;" but in view of the way the strike has taken place and the failure of time to consider this difficulty, we did not see how we could go any further or be any fairer.

So far as unionism is concerned, we have nothing to say, one way or the other, except that we have never recognized it in our factory, but have gotten along successfully and pleasantly with our employees, and make it a rule, as our part of the program, to grant all of their requests as employees so far as it was possible. Along these lines the employees secured the Saturday half-holiday two or three years ago, and various groups of workmen have frequently been in consultation with us with reference to the wage question; and at least two-thirds of their requests, if not more, have been granted.

It is a matter of great regret to us that any such rupture should have occurred; but we do not see how we could handle our factory if men are to be encouraged in taking such hasty action on such meager grounds; and we should consider the granting of concessions for doing so was practically a suggestion to them that this was the best way to go about remedying difficulties that will unavoidably arise.

The fairness of the proposition that they return to work pending

settlement of such difficulties as may exist is observed, when it is reminded that the men have the strike weapon in their hands if they feel the grievances complained of are not remedied.

The Board offered to mediate between the parties, but could not induce the employer to accept such services. The strikers, said an officer of the company, had taken a "very radical, hasty and unwarranted step, the encouragement of which would inevitably lead to constantly increasing trouble in later years. For these reasons, and after very careful study, we have taken our ground and must abide by it, even though it may mean the education of new men to take the places now vacated."

The fact that the union's appearance in the case had been made a paramount issue closed out every prospect of adjustment by any known method; and the original complaint was never discussed with a purpose to correct any fault that might exist on either side. Mediators of influence took interest in the case; but the controversy, which ceased to attract attention at the close of the season, was destined to linger throughout the remainder of the year, running through almost all the changes that strikes present. One member of the union returned to work during the early days of the strike, and two others at the beginning of winter; they were expelled from the union. Three non-union workmen also returned. Strangers were hired, and strikers were brought into court on charges of interfering with them.

The wages lost in eight months' idleness were estimated at \$70,000; and the union published the receipt and disbursement of \$26,000, contributed for the support of strikers and

their families. Finally, funds ran low, trade became slack, opportunities to obtain work were diminishing, strike pay that barely sufficed for clement weather afforded no hope of material comfort during the winter. The union quietly declared the strike off, by a vote of 35 to 26, on January 28 of the current year. As many as would return to their former employer were required to apply in writing on forms furnished by the company. These requests were filed by the company for further consideration, according to the needs of business.

E. J. Hylan — Lowell.

On May 27 some weavers employed on the night force in the lower weave room of the Musketaquid mill at Lowell, owned and managed by E. J. Hylan, in resentment of discipline went to the upper weave room and said, "Come on, boys," whereupon the whole night force, 50 in number, quit work. The proprietor was out of town at the time, and unaware of any grievance. The strikers themselves had not formulated any demand. After hasty deliberation they resolved to remain out until the rate was advanced to a cent for every ten picks, or, as they stated it concisely, the demand was a mill a pick. The Board offered its services, but the strike had begun to dissolve. After a few days all hands were back at work on the old terms, and nothing further was heard of the case.

LEWIS A. CROSSETT, INC.—BROCKTON.

On May 31 the following decisions were rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Lewis A. Crossett, Inc., shoe manufacturer of Abington, and employees in the treeing department of its Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Lewis A. Crossett, Inc., to employees in said department at Abington for work as there performed:—

HAND TREEING.

	Per 12 Pairs.
All patent leather and enamel, cleaned,	\$0 32½
All patent leather and enamel, cleaned and tops ironed,	37½
All patent leather and enamel with patent vamps and tops, cleaned and ironed when needed,	40
All patent leather and enamel, cleaned and vamps and tops ironed when needed,	40
Vici, glazed kangaroo or any stock except patent, vamps and tops cleaned and ironed,	30
Box calf, kangaroo, black oil, Centaur and chrome waterproof, cleaned,	15
Smooth chrome calf or any stock of like nature, cleaned and ironed all over,	25
Smooth chrome calf or any stock of like nature, cleaned and tops ironed,	22½
Smooth chrome calf or any stock of like nature, cleaned and tops not ironed,	17
Wax calf, Manila calf and Cordovan,	36
Wax calf, Manila calf, with calf or Cordovan tops,	40
Russia calf, 102 elk or stock of like nature, cleaned and polished,	30
Brown vici, cleaned, ironed and polished,	30
Single pairs and samples, per pair, \$0.04.	
Lots of 3 pairs or under, per pair, \$0.04.	
Ironing tops when not stated above, extra,	05
Ironing vamps when not stated above, extra,	05
Hour work, \$0.28 per hour.	
Smoothing chrome waterproof with strap, extra (by agreement),	10
Oxfords to be considered the same as bals.	

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Lewis A. Crossett, Inc., shoe manufacturer of Abington, and heel-builders for its Factories 1, 2 and 3.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Lewis A. Crossett, Inc., to said employees at Abington for work as there performed:—

HEEL-BUILDING.

	Per 100 Pairs.
Sole-leather, 5/8 and 6/8, all one size lift, same as regular heel with wedge,	\$0 40
Sole-leather Cuban heel, 5/8, 6/8, 7/8 and 8/8, with wedge,	50
Sole-leather regular 3/8 and 4/8 high,	30
Three and a half base Cuban heel, built to 6/8, 7/8 and 8/8 high, with wedge,	32½
Two-eighths base city heel, built to 5/8 high, with wedge,	32½
Three and a half base regular heel, built to 4 1/2/8 high,	22½
Two-eighths base regular heel, built to 3 1/2/8 high,	22½
Four-eighths pancake (2 pieces) Cuban heel, built to 6/8, 7/8, 8/8 high, with wedge,	35

Persons employed by the day to build heels to be paid at the rate of not less than \$2 per day.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Lewis A. Crossett, Inc., and heel-blackers in its Factory No. 1 at Abington.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the day price for blacking heels, and that

\$0.01¼ per 12 pairs be paid for said work by Lewis A. Crossett, Inc., to employees in its Factory No. 1 at Abington as the operation is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

TOBACCO STRIPPERS — BOSTON.

There was an agreement between the manufacturers of cigars and certain employees, running to June 1. Girls known as tobacco strippers, engaged in preparing the leaf for cigarmakers, gave several months' notice of their desire for an increase over the agreed-upon rates. As the term of the agreement was drawing to a close, conferences were had concerning the new scale. The proprietors of some 60 or more large or small factories conceded the scale, but in certain factories affording employment to a large number impediments arose. Adjustment was not reached on June 1, but negotiations were carried on. On the 4th of June 350 girls struck. The major portion of them had been employed in 7 of the largest factories, and the remainder in the smaller factories. The strike had hardly begun before settlements began to be effected. On the 6th of June 1,200 cigarmakers were idle because of the strippers' strike, all the prepared material having been made up into cigars. After three weeks 5 firms granted the demands, 124 strikers returned and 700 cigarmakers were enabled thereby to resume their work. On the 25th the strike came to an end, the last of the large cigarmaking firms granting the demand of 1½ cent a pound on Havana fillers and ¾ of a cent on seed fillers.

In this case the Board offered its services to both parties. The offer was courteously received, but the parties preferred a contest. There has been no difficulty of the kind since then.

T. D. BARRY & CO.—BROCKTON.

On June 4 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between T. D. Barry & Co., shoe manufacturers, and employees in the stitching department of their Factory No. 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by T. D. Barry & Co. to employees in said department of Factory No. 2 at Brockton for work as there performed:—

	Per 12 Pairs.
Undertrim and hold lining, low button shoes,	\$0 12
Snip, cement and fold blucher oxfords by hand,	07
Snip, cement and fold plain oxfords by hand,	06

By the Board,
BERNARD F. SUPPLE, *Secretary.*

M. A. PACKARD COMPANY—BROCKTON.

On June 7 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between M. A. Packard Company, shoe manufacturer of Brockton, and employees in the stitching departments of its Factories Nos. 1 and 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which

is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by M. A. Packard Company to employees in said departments at Brockton for work as there performed:—

Factories 1 and 2.		Per 12 Pairs.
Stitch backstay, 2-needle machine,		\$0 04

Factory No. 1.		
Stitch foxings, low shoes, 2-needle machine (cemented),		06½

Factory No. 2.		
Snip, cement and fold blucher oxfords,		07

By the Board,
BERNARD F. SUPPLE, *Secretary*.

J. H. WINCHELL & CO., INC.—HAVERHILL.

On June 7 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between J. H. Winchell & Co., Inc., shoe manufacturer, and employees in its lasting department at Haverhill.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by J. H. Winchell & Co., Inc., to employees in said department at Haverhill for work as there performed:—

McKAY WORK.		Per 12 Pairs.
Assembling, including pasting counters,		\$0 09
Operating pulling-over machine,		05
Pounding up, trimming toes and tacking filling,		04
Tacking shanks, pulling lasts and sorting sizes,		03
Samples, price and one-half.		

By the Board,
BERNARD F. SUPPLE, *Secretary*.

Result. — On June 21 notice was received from the employees that after 60 days they would not be bound by the decision. The matters in dispute were subsequently submitted in a new application, and a decision was rendered on November 4.

RAILROAD LABORERS — BOSTON.

A dispute having arisen between the Boston & Maine Railroad and employees engaged in the maintenance of way, the Board put itself in communication with A. B. Lowe, first vice-president of the International Brotherhood of Maintenance of Way Employees, of Kingston, Ont. On June 11 Mr. Lowe visited the Board room, and stated that negotiations were in progress between Mr. Wilson, the president of the organization, and Mr. Lucius Tuttle, the president of the company, with the result that the matter was to be referred to an umpire. Mr. Lowe inquired into the law governing arbitration in this Commonwealth, and into the methods of the Board, and said that in the event of private negotiation failing it would be moved on one side or the other to refer the matter to this Board. On the day following Mr. Lowe's visit a final conference was held between President Wilson and Mr. Lee, representing the railroad, which resulted in an agreement that was satisfactory to all concerned. Under this agreement the minimum wages per day for section hands and bridge laborers on the Boston & Maine Railroad is \$1.70. A few days later the Board received a letter from A. B. Lowe, expressing the thanks of the workmen.

BIGELOW CARPET COMPANY — LOWELL.

Owing to the introduction of new machinery into the mills of the Bigelow Carpet Company at Lowell, the weavers believed that their earnings had been materially diminished. An increase of .3 of a cent a yard was demanded on June 15, whereupon 50 men interested in the reply were discharged. A strike of 150 Axminster weavers immediately followed.

Fearing that 2,000 hands would be thrown out of work during a brisk season unless something were speedily done to prevent it, the Board endeavored to reconcile the parties; but the movement had acquired such headway that in a few days the ingrain weavers were out on strike, and the weavers of Brussels carpets were idle for lack of filling. On the 22d, however, a conference was brought about between the agents of the mill and of the unions. Mutual concessions resulted in an agreement relative to Brussels weaving, and the outlook to a general settlement revealed many hopeful suggestions. As a result, the Axminster and ingrain weavers declared their strike off on the 26th, and returned to work without delay. The terms of the agreements reached were by desire of the parties not made known.

**R. H. LONG SHOE MANUFACTURING COMPANY —
FRAMINGHAM.**

There was a controversy in June between the R. H. Long Shoe Manufacturing Company of Framingham and its lasters, concerning the price for operating lasting machines. The

agents of the workmen demanded \$3 a day, which was the price in the Long factory for hand lasting. The company proposed to discuss the matter with a view to an agreement, or to refer the dispute to the judgment of this Board, and in the meanwhile pay \$10 a week on account. Neither would yield, and at a specified hour on June 25, 61 lasters took their kits and went out on strike, resolved to remain out until their grievance had been permanently adjusted. By reason of this act, which was done without the authority of Local No. 19, Boot and Shoe Workers' Union, they were each fined \$10, under the general laws of their organization. The strike, however, was indorsed after the fact by the local executive board and the local union, and, with such sanction and as an expression of sympathy, became general on the 28th, involving nearly 500 operatives. The officers of the higher organization thereupon revoked the charter of Local Union No. 19, and took under consideration the question of fining those who struck in sympathy. The members in good standing were taken over by the general union as members at large, and the general officers stepped into the places of the local agents until such time as a new local union might be installed.

On June 28 the union issued the following statement:—

With regard to the trouble in the shoe factory of the R. H. Long Manufacturing Company, we would say that it originated at about the time that the fight on the so-called shoe machinery bill was accepted early last winter. At that time Mr. Long changed his lasting system by discontinuing the use of the machines of the United Shoe Machinery, then in use.

He offered the lasters a price for lasting shoes by hand which was lower than was paid in any stamp factory that we know of on the machine. The men, being in sympathy with Mr. Long in his fight

with the Shoe Machinery Company, agreed on a price of \$3 per day for a working day of 9 hours.

Since that time the lasters have worked faithfully and honestly for the firm, doing what we consider an extra large day's work for the compensation received. The lasters were continually expecting an increase in wages, strengthened by a statement made by Mr. Long on the public platform in last fall's campaign, that, in the event of the enactment of the antimachinery bill by the incoming Legislature, he would increase the wages of his operatives 10 per cent. and establish an 8-hour work day.

Since that time the firm has introduced several new machines, and, instead of the operatives receiving the promised 10 per cent. in wages, the firm has started what we term a "trade school," claiming the right to teach new men to operate those machines for six months, for a weekly compensation of from \$7 to \$10 per week. At the expiration of six months the firm promises to increase the wage rate to \$2 per day.

With regard to the effect of the hand-lasting machines recently introduced into the factory, the hand-lasters had an established wage rate of \$3 per day; and, in accordance with Mr. Long's contract with the Shoe Workers' Union, he is supposed to notify the local executive board on making a price on any new machine which may be introduced into his factory. He not only has ignored the executive board, but he breaks faith with the lasters by putting a young man to work for \$10 for a period of six months, without conferring with the lasters.

This young man never lasted any shoes, and, having good, experienced lasters in the factory, who might be put to work on the new machines instead of green help, we claim that the making of the price on the new machine was in violation of his agreement with the Boot and Shoe Workers' Union; and further, that the preference should have been given the lasters who have been working by hand for him for the past five months, to help him out in his fight on the shoe machinery bill.

Discontent in the factory is not confined wholly to the lasters, as similar complaints prevail throughout the entire plant, owing to breaches of faith on the part of the employers; and in proof of this assertion, all we have to say is to point out the fact that at the meeting last night of Local Union No. 19, with a membership of more than 400, there were only 27 dissenters, showing that the great

body of the operatives are with us in a fight which we term is righteous and just.

Mr. Long replied as follows:—

I have not made a statement for publication concerning the strike of our employees, because it is a matter between the local union and the national union; but I wish to reply to a statement in papers of June 28, as made by representatives of the union as reported.

Our factory is one of the few factories in this vicinity employing union labor exclusively, and we made a contract with the Boot and Shoe Workers' Union, providing for arbitration of all questions concerning wages and conditions.

Several months ago new machinery was installed in our factory, and in many cases operatives were taught, under an agreement that we have had with the union for years. Wages during the first six months were about \$9 per week, and \$12 per week for the following six months.

In Lynn and Brockton there are schools for instructing operators, who are paid nothing while learning, and in many cases a considerable sum is paid for the privilege of learning.

We had no difficulty in agreeing on prices until we changed our lasting system, and intended to use unskilled labor for some parts, as is customary in all shoe factories. The State Board of Arbitration has made the prices for minor operations connected with lasting of 10 to 17½ cents an hour; but we were requested to pay \$3 a day for this unskilled labor, and it was intimated that if we did not pay that price a strike would be likely to kill the machinery bill.

To prevent danger to the machinery bill, we made a temporary agreement, and have paid for this work, that could be done with unskilled labor, at least \$1,200 a month more than fair wages. When machines were ready to do some of this unskilled work we took up this matter with the local union officials, and, as we could not agree on a price, we suggested that the matter be referred to the State Board of Arbitration, according to our contract.

The business agent of the local union refused to arbitrate, and threatened to call a strike if we did not concede to what they asked. They knew they had no chance to get what they wanted if the matter was decided on its merit, and attempted to gain their demands by threats.

The operator working on the first machine was told that he would

be fined \$50 if he continued to work, and he stopped working; but on learning that they had no right to fine him, he came back to work. We were then told if we continued again to work the lasters would strike, and they did strike on Tuesday morning. On Thursday we received the following letter:—

INTERNATIONAL HEADQUARTERS,
BOOT AND SHOE WORKERS' UNION, 246 SUMMER STREET,
BOSTON, MASS., June 27, 1907.

R. H. Long Shoe Manufacturing Company.

GENTLEMEN:— Under section 2 of our contract with you, we hereby object to further employment of any of the persons who left your factory the day before yesterday, in violation of our arbitration contract with you, and also in violation of our constitution.

If any of the persons apply to you for reinstatement, they should be reported to this office, and make arrangements for the payment of the \$10 fine imposed upon our members who leave their work in violation of our arbitration contract. When a satisfactory arrangement of this kind is made, we are satisfied that they intend to sustain our contract in the future, and we will withdraw our objection to their returning to work.

JOHN F. TOBIN,
General President.

Last year the writer stated that improved methods and free use of machinery would allow of increased wages or shorter hours. Since that time a reduction in hours has been made; many of our employees are receiving increased wages; and when those representing our employees are ready to give us a square deal, additional advances in wages will be made. The average annual earnings of our lasters is more than the average of the earnings of the lasters in any other city or town in the State.

I regret that the friendly relations that we have made with our employees have been broken by the strike of the lasters, who, I believe, have been misled by a few men who are guided by selfish reasons, and have little interest either in the welfare of their fellow employees or the town of Framingham.

If the strike continues, it will result in a loss to us and our employees, and I hope that the lasters will apply for reinstatement in their union, and the strike will not become serious.

RICHARD H. LONG,
Treasurer R. H. Long Shoe Manufacturing Company.
SOUTH FRAMINGHAM, July 1, 1907.

The law which defines the duties and powers of this Board regards as parties to any industrial controversy the employer and employees only; a quarrel arising among the members of organized labor is not the kind of controversy that the Board is required to compose. The Board, however, inquired into the difficulty, with a view to seeing whether it might mediate with benefit to all. The local shoe workers having violated the agreement, the general officers of the Boot and Shoe Workers' Union were obliged by it to oppose their action. In response to the Board's inquiries, the general officers undertook to meet a committee of local shoe workers, and ascertain if the strikers contemplated an adjustment by reference to some impartial body.

The employer announced his intention to reopen the factory on Monday, July 8, and all former employees were invited to return to work. There was to be no discrimination because of any part taken in the strike, except that all men suspended by the union must be restored to good standing as preliminary to getting employment, under the existing agreement. The workmen proceeded to form an independent organization, having the same officers as the recent local union, and requested a conference with Mr. R. H. Long. He said he would meet their committee, provided it did not include any one not in his employ at the time of the strike, and announced his intention to live up to his contract with the Boot and Shoe Workers' Union. In view of the fact that the stock of shoes made up was sufficient for present needs, he availed himself of the opportunity to install a new system of lasting. On July 15 he said, in response to further inquiries, that he had no proposition to submit to the strikers; owing to the

change of method, there would not be employment for more than 30 of the old lasters, nor could he take them all on at once; as far as possible, the company intended to give preference to former lasters. The work people were reminded that the firm had a contract with the Boot and Shoe Workers' Union, under the provisions of which all questions not susceptible of mutual adjustment were to be referred to this Board. The strikers offered to return to work provided they were reinstated in their old positions, and disputes submitted to arbitrators. Mr. Long refused to accept the proposition.

The effect of the company's agreement with the Boot and Shoe Workers' Union was to tranquilize the parties. Finally, the operating of lasting machines and other matters were jointly referred to this Board for adjustment. The difficulty in the factory was thus overcome, and did not recur.

NEWTON STREET RAILWAY—NEWTON.

In the latter part of June dissatisfaction of certain employees against the Newton Street Railway found expression in some newspapers. It was alleged that a general strike was imminent. The employees were organized, and a general officer came to see what, if anything, could be done to bring about a better state of feeling. This Board interposed on July 1, and offered its services to compose the difficulty, but was assured by the employer that there was no difficulty, — it was for the most part a figment of the imagination of the newspaper men. The facts of the case were as follows: some men in the employ of the railway company were discharged for cause; they did not inquire why, and it was be-

lieved by the management that they accepted the situation; but when Mr. Walsh, organizer for their union, sought an explanation, he was told that the men in question would receive an explanation whenever they chose to seek it, privately; if they wished it made known, and the other employees felt that they ought to support them, the management of the company would then believe that there was an industrial difficulty; when that stage was reached, ways and means of composing that difficulty would be considered. The organizer said that of course the first thing to do was that which would suggest itself to any one as the most natural, — the men should seek an explanation privately. The matter appears to have been dropped, and no other difficulty since then has interested public attention.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On July 9 the following decisions were rendered: —

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and employees in the stitching department of its Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in said department of Factory No. 1 at Brockton for work as there performed: —

Holding lining and outside together and stitching with undertrim-
ming: —

	Per 12 Pairs.
On shoes the retail price of which is \$3.50 or less,	\$0 12
On shoes the retail price of which is more than \$3.50,	14

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and employees in the stitching department of its Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in said department of Factory No. 1 at Brockton for work as there performed:—

Marking eyelet rows:—

First 6 months, \$1 per day.

After 6 months, \$1.25 per day.

After 1 year, \$1.50 per day.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

Result.— On July 27 notice was received from the employees that after 60 days they would not be bound by the above decisions. Thus far the matters have not been brought again to the attention of the Board.

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and employees in the stitching department of its Factory No. 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by W. L. Douglas Shoe Company to employees in said department of Factory No. 2 at Brockton for work as there performed:—

	Per 24 Pairs.
Pulling through and cementing ends,	\$0 03½

By the Board,

BERNARD F. SUPPLE, *Secretary.*

LEWIS A. CROSSETT, INC.—ABINGTON.

On July 9 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Lewis A. Crossett, Inc., shoe manufacturer, and employees in its packing department at Abington.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Lewis A. Crossett, Inc., to employees in said department at Abington for work as there performed:—

	Per 12 Pairs.	Per Day.
Roll heels, brush edges and bottoms, brush out shanks and		
brush top-pieces,	\$0 03½	\$2 00

By the Board,

BERNARD F. SUPPLE, *Secretary.*

MAKAROFF CIGARETTE COMPANY—BOSTON.

On or about July 12 the industrial relations of the Makaroff Cigarette Company and 12 cigarette makers in its employ were severed. The Paper Cigarette Makers' Union No. 120, to which the work people belonged, claimed that it was a lockout, and were confident that a settlement could be effected early. Their work people laid the matter before the Board and sought its good offices. Communication was had with the employer, who expressed regrets that he had not been informed of the methods by the State at an earlier stage. The old hands were annoying him, he had hired strangers and sought to obtain an injunction restraining the members

of the union from certain practices. He had then in his employ 20 men and women, and with them no controversy; he did not need additional help, and his business was running to suit him. The Board, of course, could do nothing, and the information was promptly conveyed to the work people. Nothing further was heard of the case.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On July 12 the following decision was rendered: —

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and innersole-channelers.

The matter in dispute is whether said innersole-channelers "should receive back pay" at the rate awarded to them by this Board on March 21, 1907.

Having considered said application and heard the parties by their duly authorized representatives, the Board finds that according to the petition signed by the parties, filed with the Board on January 3, the award took effect from the date thereof, which was March 21, 1907, and did not establish a wage or piece price to be paid for work performed prior to that day.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

LEWIS A. CROSSETT, INC. — ABINGTON.

On July 12 the following decision was rendered: —

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer, of Abington, and employees in the finishing department of its Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, the Board awards for blacking heel-edges and rands, as performed in this factory, \$1.25 per day during

the first six months of employment and \$1.50 per day thereafter,
to persons whose time is employed on such work in whole or in part.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On July 23 the following decision was rendered: —

*In the matter of the joint application for arbitration to the State Board
of Conciliation and Arbitration of a controversy existing between
W. L. Douglas Shoe Company of Brockton and its outsole sorters
and casers.*

Having considered said application and heard the parties by
their duly authorized representatives, investigated the character of
the work and the conditions under which it is performed, which
is the subject-matter of the controversy, and considered reports of
expert assistants nominated by the parties, the Board awards that
the following price be paid by W. L. Douglas Shoe Company to said
employees at Brockton for work as there performed: —

	Per Week.
Sorting outsoles,	\$17 00
Sorting outsoles, single pairs and specials; no change.	
Sorting and casing outsoles; no change.	

By the Board,

BERNARD F. SUPPLE, *Secretary*.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On July 25 the following decision was rendered: —

*In the matter of the joint applications for arbitration to the State Board
of Conciliation and Arbitration of controversies existing between
W. L. Douglas Shoe Company of Brockton and employees in the
finishing department of its Factory No. 2.*

Having considered said applications and heard the parties by
their duly authorized representatives, investigated the character of
the work and the conditions under which it is performed, which
is the subject-matter of the controversies, and considered reports of

expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in said department of Factory No. 2 for work as there performed upon \$3 shoes:—

	Per 12 Pairs.
Heelkeying on Gordon-jack machine,	\$0 01½
Waxing and brushing heels,	03½
Wheeling shanks and bottoms, per day, \$2.	
Scouring bottoms with pinwheel, naumkeag attachment,	06½
Scouring heels on two papers,	04
Blacking bottoms, top-pieces and breasts and dusting,	04
Roll, brush and fake bottoms and top-pieces and clean slugs,	11

By the Board,

BERNARD F. SUPPLE, *Secretary*.

LOURING Q. WHITE COMPANY—BROCKTON.

On July 25 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Loring Q. White Company, shoe manufacturer of Brockton, and employees in its stitching department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the prices paid by Loring Q. White Company for folding blucher fronts by machine and seaming vamps (blind seam) as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

Result.—On August 5 a notice was received from the employees that after 60 days they would not be bound by the decision concerning seaming vamps. Thus far the matter has not been brought again to the attention of the Board.

E. E. TAYLOR COMPANY—BROCKTON.

On July 25 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between E. E. Taylor Company, shoe manufacturer of Brockton, and employees in its stitching department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the price paid by E. E. Taylor Company at Brockton for stitching foxings as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

Result.—On August 5 a notice was received from the employees that after 60 days they would not be bound by the decision. Thus far the matter has not been brought again to the attention of the Board.

LEWIS A. CROSSETT, INC.—ABINGTON.

On July 25 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Lewis A. Crossett, Inc., shoe manufacturer of Abington, and employees in the stitching department of its Factory No. 3.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Lewis A. Crossett, Inc., to employees in said department of Factory No. 3 at Abington for work as there performed:—

GOODYEAR STITCHING.

	Per 12 Pairs.
Regular work,	\$0 20
Samples,	24
Single pairs,	36

By the Board,

BERNARD F. SUPPLE, *Secretary.*

Result. — On August 23 a notice was received that after 60 days the employer would not be bound by the decision. Subsequently the item of Goodyear stitching (regular work) was submitted in a new application, and is at present under consideration.

TELEGRAPHERS — BOSTON.

In July a telegrapher employed in Los Angeles was discharged. The employer, resisting union demands, refused to reinstate him, whereupon all the men in that city quit their keys and went out on strike. Non-union operators were employed, and the name "scab" was given to the wires they controlled. Union men would not accept work at the end of a "scab" wire. Other cities, principally Chicago, were hampered in their telegraphic communications. On August 12 the New York men quit work and went out on strike. Immediately every other large city was struck, including Boston, where 600 quit. On the 15th, by order of the executive committee of the telegraphers' union, all commercial operators in the United States and Canada were called out.

This Board intervened with an offer of mediation, which was accepted by the telegraphers of Boston but not by the companies doing business in that city, an officer of one of them saying that their former employees were such no

longer, having been paid off, and that there was no trouble with the present corps of telegraphers. President Roosevelt requested Commissioner Neil to act as mediator. Conferences were held in the presence of Mr. Neil until it was concluded that settlement was out of the question. Railroad and leased-wire operators throughout the contest remained at their posts, and contributed to the support of the commercial telegraphers on strike. It was a contest of endurance. The funds of the strikers ran low; and when appeals to the sympathies of other craftsmen yielded large but inadequate returns, a movement to return to work became apparent. Local union after local union declared the strike off, and Chicago, a city where telegraphers have flourished, at last yielded. The strike was declared off in Boston on November 7, but 300 strikers failed to obtain work.

FIREMEN — BROCKTON.

The men in charge of factory boilers in Brockton, members of the International Brotherhood of Stationary Firemen, desiring what seemed to them a better regulation of the hours of labor and increased pay, started an agitation destined to cripple the leading industry of the city, according to some forecasts. The movement, which began early in the year, was not confined to Brockton; at one time or another it seemed likely to involve all the manufacturers of southeastern Massachusetts. Some Brockton manufacturers awaited the outcome with apprehension, until the W. L. Douglas Shoe Company and its firemen had submitted two applications for the arbitration of this Board. This fact

becoming known rendered all parties tranquil. In the factory of E. E. Taylor Company and in other factories it was agreed to adopt the decision rendered in the case, and abide by it. In August the decision, as appears in the next statement following, was rendered; and further agreements in various quarters were based upon it.

W. L. DOUGLAS SHOE COMPANY—BROCKTON.

On August 8 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and firemen in its employ.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards:—

That the work of the employees as day firemen in the boiler room of the W. L. Douglas Shoe Company shall be performed in a work day of the same number of hours as at present, and under a system permitting an alternate Sunday without work.

That the hours of labor of the firemen employed in the night time shall be reduced from the present number to the same number of hours as for the day firemen.

That the wage scale shall remain the same as at present, except that firemen employed at night shall be paid the same wage for the reduced number of hours of labor as is now paid to firemen employed during the day.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

Subsequently an agreement based upon the above award was entered into by the parties, and a copy was filed with the Board.

HOWARD & FOSTER COMPANY—BROCKTON.

On August 13 two applications, alleging a controversy in the factory of Howard & Foster Company at Brockton relative to work performed after wetting, were received from the respective parties to the dispute, neither of whom joined in the submission of the other's application. The items, if intended to be the same in both applications, were expressed differently; there was no joint submission, and the matters as presented were not such as any arbitration board could safely pass upon. The Board voted to hold a conference of parties, with a view to settling the dispute or else perfecting the submission. This being made known, the agent of the work people involved requested a postponement until after his return from the Boot and Shoe Workers' Convention. This was acceptable to all concerned.

On September 5 the parties met in the presence of the Board in conference. The wage-earners' representative said that certain operations were required, which the agent of the employer denied. It was the reason, he said, that he would not sign the workmen's application. For a like reason the workmen's agent refused to sign the employer's application. It all seemed to turn upon a question of fact, and the Board accordingly advised the parties to ascertain what were the actual requirements. The agents visited the factory and inspected the work. On September 10 the representative of the company moved that the matter be indefinitely postponed. On the following day the workmen concurred in the proposition, and the applications were accordingly placed on file. No controversy on the matters in question has since arisen.

CHURCHILL & ALDEN COMPANY—BROCKTON.

On September 3 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Churchill & Alden Company, shoe manufacturer, and employees in its treeing department at Brockton.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Churchill & Alden Company to employees in said department at Brockton for work as there performed:—

	Per 24 Pairs.
Vici, cleaned, filled and ironed,	\$0 55
Glazed kangaroo, cleaned, filled and ironed,	55

The remaining items of the list shall continue the same as fixed by award of this Board on February 28, 1907.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

REYNOLDS, DRAKE & GABELL—BROCKTON.

On September 10 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Reynolds, Drake & Gabell and employees in the finishing department of their shoe factory at Brockton.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by Reynolds, Drake & Gabell to em-

ployees in said department at Brockton for work as there performed:—

Scouring bottoms, pinwheel and naumkeag attached,	Per 24 Pairs.
	\$0 14

By the Board,
BERNARD F. SUPPLE, *Secretary*.

GEORGE E. KEITH COMPANY—BROCKTON.

On September 10 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between George E. Keith Company and employees in the stitching department of its shoe Factories Nos. 1, 2, 3 and 7 at Brockton.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of experts nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company to employees in Factories Nos. 1, 2, 3 and 7 in said department at Brockton for work as there performed:—

STITCHING BACKSTAY TO LINING.		Per 12 Pairs.
In Factory No. 1,		\$0 05½
In Factory No. 2 (excepting "Grade 6," not in controversy),		04½
In Factory No. 3,		04½
In Factory No. 7,		04½

By agreement of the parties, this award shall take effect from June 7, 1907.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

J. H. WINCHELL & CO., INC.—HAVERHILL.

On September 17 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees in its edgemarking department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by J. H. Winchell & Co., Inc., to employees in said department at Haverhill for work as there performed:—

**EDGETRIMMING, INCLUDING RANDING OUT SHANKS AND KNIFING
(WITHOUT LASTS).**

	Per 12 Pairs.
Goodyear welts,	\$0 17
Goodyear welts, high cuts,	19
Samples, per hour, \$0.30.	

EDGESETTING (UNION MACHINE).

Goodyear welts, 2 settings,	\$0 18
Goodyear welts, 1 setting,	12
McKay and Standard screw, 2 settings,	15
McKay and Standard screw, 1 setting (including wheeling, if any),	10
Edgesetting, McKay and Standard screw on bench machine,	07

By the Board,

BERNARD F. SUPPLE, *Secretary.*

W. L. DOUGLAS SHOE COMPANY—BROCKTON.

On September 20 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and employees in the vamping department of its Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of

the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in said department at Brockton for work as there performed:—

VAMPING.		Per 12 Pairs.
H. J. bals. and buttons, 2 rows,	.	\$0 37
Bluchers, Storm King and Klondike, 4 rows, without bar,	.	46
Five-dollar shoes:—		
Regular bals. and buttons,	.	36
Regular bluchers, 2 close rows with bar,	.	.35
Jersey bals. and buttons, 2 rows,	.	45
Jersey seamless bluchers, 2 rows,	.	60

By agreement of the parties, this decision shall take effect as of date of May 24, 1907.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

W. L. DOUGLAS SHOE COMPANY—BROCKTON.

After nine years' agreement with the Boot and Shoe Workers' Union, the W. L. Douglas Shoe Company of Brockton suffered a strike in September. There had been a secession of boot and shoe workers into a new organization, known as the Independent. A grievance relative to fines for bad last-ing was alleged; an agent was appointed to bring it to the company's attention; but the company would have nothing to do with the Independents or their agent. Thereupon 260 lasters struck on September 26, and 150 other craftsmen were thereby left without work. It was feared that the strike would break out in other factories, and that the trade agree-ment, so conducive to industry, would give place to harsher devices.

The company offered the highest wages for competent lasters, steady work, best conditions of labor, and care for employee in sickness and health, saying that no laster need apply who was not a member of the Boot and Shoe Workers' Union. The local unions denounced the act of the Independent lasters. The Joint Shoe Council, representing 29 locals, announced that the agreement known as the stamp and arbitration contract, between the company and employees represented by the Boot and Shoe Workers' Union, should be carried out to the letter. The Massachusetts branch of the American Federation of Labor passed resolutions against the strikers, and on all sides was organized labor severe in its condemnation.

It seemed as though time only could resolve the difficulties; and yet tranquility was speedily restored. Thirty strikers returned to work on the 27th; by the first day of October a majority of the positions was filled. The movement died down, and the difficulty vanished, — obviously the strike was "off."

ELECTRICAL WORKERS — BOSTON.

Rumors of a controversy between electrical contractors and members of the electrical workers' union came to the Board in the latter part of September. As the term of their agreement was about to expire, an advertisement was inserted in the daily papers by the Employers' Association, so called, notifying the workmen that "open shop" was to be declared, and advising them to register. As such publication tends to provoke antagonism, the Board put itself into communication with the workmen. Negotiations with

such employers as were willing to form agreements were entered into. Several agreements were made, and a strike was averted.

W. & V. O. KIMBALL COMPANY—HAVERHILL.

On October 1 a joint application, alleging several matters of dispute concerning items of work in the cutting department of W. & V. O. Kimball Company's shoe factory at Haverhill, was received. The issue was not presented with sufficient fullness, and the parties were so informed, with such advice as was deemed expedient for a settlement. On October 11 it was learned that the parties had come together and adjusted the matter by mutual agreement. The application was accordingly placed on file, and no controversy has since arisen between the W. & V. O. Kimball Company and cutters in its employ of sufficient importance to attract the attention of a mediator.

BOOKBINDERS—BOSTON, CAMBRIDGE, NORWOOD.

Bookbinders in 7 Boston and 2 Norwood shops declared a strike and left their work on October 1. Two months before, each of the employers had received a request from members of the bookbinders' union to establish the 48-hour week from and after this day, and, having ignored it, had suffered the strike. A majority of the binders belonged to the union, but non-union workers of both sexes joined the strike. Members of the book-stampers' union and workwomen employed in laying on gold leaf, not members of organized labor, voluntarily

quit their work. The number of women who joined the strike was said to be about 200; about 200 men struck in Boston and Cambridge and 200 in Norwood. On October 16 it was reported that 645, all told, were out on strike.

From the beginning the Board mediated between the parties from day to day, advising them how best to avoid many of the disagreeable characteristics of strikes. A break came on November 5, when 40 bookbinders returned to work for the Boston Bookbinding Company at Cambridge. This was followed by settlements in other shops, the proprietors signing the 8-hour agreement. Following these, however, came a depression in business. Orders fell away, some of the strikers returned to work, and it was claimed that the shops had a larger number of non-union applicants than they could find employment for. The difficulty disappeared, but the strike was never officially brought to an end.

COMBMAKERS — LEOMINSTER.

In the latter part of August the attention of the Board was called to an agitation for a 9-hour day in the comb factories of Leominster. After a few days the workmen began to believe that the manufacturers intended to ignore the request. Meetings were held, and the request became a demand. The manufacturers would not say outright what course they would pursue, and in a majority of cases reply was that the manufacturer in question would do what the others did. The president of the union, in summing up the situation at this stage, was reported to have said: —

Some of them said they would if the others would, but none of them would come right out and say they would. The rubbers voted to go to work to-morrow morning just the same as usual. They selected a committee of 5 to wait on the manufacturers and see what they have to say in the matter, and will wait until Friday night [October 4] for the decision. The union has taken the matter up officially. If you go to one of the manufacturers and make a demand on him as a union, he will tell you he will treat with his own help, and not with the union; that is just exactly what we want this time. The men petitioned the manufacturers from the different shops, and they paid no attention to the request, and now we have taken it up. We had rather meet all of the manufacturers at any time and talk the matter over than meet a committee, though we will do that. We will not ask the American Federation of Labor for permission to fight the matter out until we have resorted to all honorable methods possible.

The president of the union was discharged from his employment on October 3, and when his fellow workmen learned of it, the 11 rubbers in the factory of the Union Manufacturing Company quit work and went out on strike. It was feared that this difficulty would be the forerunner of a general strike or a strike on the part of the rubbers in the 23 factories, which would paralyze the industry, and throw out of work thousands of other operatives not immediately interested. The Board offered its services as mediator, and was informed that the danger was not so serious as it seemed. A special committee was appointed by the union to wait upon the manufacturers, but they refused to meet it. The matter was then laid before the Massachusetts branch of the American Federation of Labor. Dennis D. Driscoll, secretary-treasurer of that organization, went to Leominster on the 7th and studied the conditions. The circumstances did not indicate that a strike would be successful, and Mr. Driscoll so informed them.

On the 9th the Board called upon B. F. Blodgett & Co., combmakers of Leominster, and inquired into the controversy. This firm said that the manufacturers would have no objection to considering such a demand as that made by the comb rubbers if the demand were general, but only a small fraction of all the workers had seen fit to make it. It seemed that there was nothing controversial that could not be adjusted mutually, as the rubbers had returned to work in the factory of the Union Manufacturing Company. On the 10th the rubbers union held a meeting, and in view of the fact that this branch of the industry constituted but a small fraction of the working force in the comb factories, and that they could not be sure that the employees in the other departments would follow their lead, it was voted unanimously not to strike for 9 hours a day at that time.

CHASE EXPRESS COMPANY — BROOKLINE.

Thirty-five drivers and helpers employed by the Chase Express Company of Brookline went out on strike on the morning of October 4, leaving the company without any one to deliver goods. It appeared that the men had made a demand for 11 working hours a day; that the demand was refused because the amount of business would not warrant the hiring of additional drivers, which would be necessitated by the shorter work day. Notwithstanding the fact that the employer promised to do the best he could, the men quit work. The belief that Mr. Chase had joined an organization antagonistic to labor unions accounted somewhat for the suddenness with which the strike occurred, at 1 o'clock in the morning.

The Board offered its services as mediator. The employer said he needed men, and would hire whomever he pleased, — men who individually applied to him for work. The employer declined the services of the Board, but the employees offered to submit the matter to arbitration. Business continued without interruption, but it was performed with great difficulty. New hands were hired, who, though strangers and unacquainted with persons and public ways and passages, managed somehow to deliver the goods entrusted to them. Nothing further was heard of the case.

F. H. DOW & CO. — BOSTON.

F. H. Dow & Co. of Boston, manufacturers of confectionery, refused to pay at the rate of 8 days a week, a request of their chocolate dippers, whereupon these and the chocolate packers left work on Thursday, October 10, saying that they would not return until the request was granted. Employees performing other operations were idle in consequence of the strike, and the number that had ceased earning wages was about 100, all told. Though some departments were idle and others running shorthanded, the employer kept on with the business of the factory, saying that the strike was destined to come to an end quickly. At that time of year the manufacturers of confectionery anticipate the holiday demand by increasing their product. It was the middle of the busy season, and some manufacturers were advertising for chocolate dippers.

The Board mediated between the parties. The strikers numbered 45 young women, many of whom were married.

They declared that a settlement, if any, would have to be made speedily; they were not used to strikes, and had no desire to be idle. They could get work elsewhere, and would not be willing to go back after Saturday, the 12th of October. Until then, in view of the fact that some of those who had ceased work were young orphan girls and others strangers to the country, they would be glad of a conference. They had been working over-time every day, which amounted to an extra day in the week, and had been paid for it; but since over-time was paid double in other factories, they made a request for 8 days' pay per week, — an expression that was perfectly understood by all concerned.

The parties conferred in a friendly manner on Friday and Saturday. Meanwhile, many of the younger girls returned to work. At the last interview the older and more skilled workwomen were alone with the firm when a compromise was agreed to and the strike was declared off. The Board was thanked for its services in the interest of peace. All hands were in their former places on Monday, October 21; but since then several of the skilled employees have sought and obtained work elsewhere.

WINSHIP, BOITT & CO. — WAKEFIELD.

A strike involving 30 young workwomen at the Harvard knitting mills in Wakefield, Winship, Boitt & Co., proprietors, took place on October 11. A new design had been introduced, and the rate offered by the firm was not satisfactory. The Board interposed, and learned that the difficulty was already the subject of conference between the parties.

In a few hours the matter was adjusted, and all the people were at work in their former places. The difficulty has not been renewed.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On October 16 the following decisions were rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and employees in the stitching department of its Factories Nos. 1 and 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in said department at Brockton for work as there performed:—

FACTORY No. 1.

Cording Jumbo bluchers, per pair, \$0.09½.

FACTORY No. 2.

	Per 24 Pairs.
Undertrimming bluchers with V,	\$0 21
Rubbing seams by hand:—	
Tops,	03
Foxings,	02

By the Board,

BERNARD F. SUPPLE, *Secretary.*

Result.— On October 23 a notice was received that after 60 days the employer would not be bound by the foregoing decision concerning the item of rubbing seams by hand (tops). Thus far the matter has not been brought again to the attention of the Board.

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company of Brockton and employees in the stitching department of its Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in said department of Factory No. 1 at Brockton for work as there performed: —

Per 12 Pairs.

Lacing bluchers with string through loop: —

Three holes,	\$0 04
Four holes,	05

By agreement of the parties, this decision shall take effect as of date of May 1, 1907.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

CHURCHILL & ALDEN COMPANY — BROCKTON.

On October 24 the following decision was rendered: —

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Churchill & Alden Company, shoe manufacturer of Brockton, and employees in its stitching department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Churchill & Alden Company to employees in said department for work as there performed: —

	Per 24 Pairs.
Stitching new V,	\$0 07
Folding Varsity bluchers by machine,	10
Stitching outside backstay, 2-needle machine, per day, \$2.25.	

The item relative to the new V shall take effect as of date agreed upon by the parties.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

PRESTON B. KEITH SHOE COMPANY—BROCKTON.

On October 24 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Preston B. Keith Shoe Company, shoe manufacturer of Brockton, and employees in its vamping department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Preston B. Keith Shoe Co. to employees in said department at Brockton for work as there performed:—

VAMPING.

Class 1.

	PER 12 PAIRS.	
	1-Needle Machine.	2-Needle Machine.
3 circular seam bals.,	\$0 21½	\$0 16
4 circular seam whole-quarter and stay bals.,		
8 circular seam whole-foxed-quarter bals.,		
9 circular seam foxed-quarter bals.,		
10 waiters' bals.,		
12 circular seam bicycle bals.,		
Regular circular seam oxfords,		
2 foxed-quarter circular seam oxfords,		
6 button oxfords,		
7 foxed-quarter button oxfords,		
10 Prince Albert oxfords,		
17 No. 2 oxfords, without side eyelet stay,		
2 tuxedo bals.,		
3 tuxedo oxfords,		
19 whole-vamp plug oxfords.		
27 college oxfords, saddle vamp, band around top, . .		

Class 2.

		PER 12 PAIRS.	
		1-Needle Machine.	2-Needle Machine.
Regular seamless bal.,			
16 ladies' bals.,			
17 low bals.,			
19 bals., $\frac{1}{4}$ pattern as H. S. H.,			
8 oxfords, southern tie,			
15 seamless oxfords,			
23 crimp button oxfords,			
26 new button oxfords, straight seam,		\$0 28	\$0 21
Regular seamless congress,			
2 low congress,			
3 Marshall congress,			
4 low Marshall congress,			
9 congress, $\frac{1}{4}$ pattern vamp H. S. H.,			
Regular seamless vamp button,			
3 button, $\frac{1}{4}$ pattern vamp H. S. H.,			

Class 3.

4 blucher oxfords,			
5 foxed-quarter blucher oxfords,			
9 oxfords, strap tie,			
13 paneled blucher oxfords,			
18 Newport ties,			
21 whole-foxed blucher oxfords,			
22 new blucher oxfords, straight seam,			
28 college blucher oxfords, saddle stay	Without bar,	25	
vamp; band around top,	With bar,	28	
Regular whole-quarter bluchers,			
3 whole-foxed-quarter bluchers,			
4 foxed-quarter bluchers,			
9 Creedmore bluchers,			
10 circular foxed-quarter bluchers,			
13 panel bluchers,			
14 panel bluchers, whole foxing and lace			
stay,			
15 oxford panel bluchers,			

Two close rows on 1-needle machine, extra, \$0.04, per dozen.

Class 4.

24 fancy-quarter blucher oxfords,			
25 foxed-quarter round corner blucher ox-			
fords,			
18 new 10 bluchers,	Without bar,	25	
19 bluchers, as new 10 bluchers, no facing,	With bar,	31	
17 bluchers, as 24 oxford, fancy foxed-			
quarter,			
5 nine-inch bluchers,			

Two close rows on 1-needle machine, extra, \$0.04, per dozen.

Class 5.

		PER 12 PAIRS.	
		1-Needle Machine.	2-Needle Machine.
6 eleven-inch bluchers,	} Without bar,	\$0 30	
7 fifteen-inch hunting boots,		33	

Class 6.

14 Hayward oxfords,	}	46	
16 overlap button oxfords,			
12 Hayward bluchers,			
2 button bluchers,			
2 seamless vamp bluchers,			
16 overlap bluchers,			

Class 7

20 whole-vamp button blucher oxfords, per dozen, \$0.56.

Class 8.

H. J. bals,	}	35 \$0 26	
H. J. buttons,			
H. J. button oxfords,			
H. J. lace oxfords,			

Class 9.

All red-tag shoes, extra, per dozen, \$0.03.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

Result. — On October 30 a notice was received that after 60 days the employer would not be bound by the prices awarded for classes 3, 4, 5, 8 and 9. On November 5 a similar notice was received from the employees as to classes 1, 2, 6, 7, 8 and 9. Thus far the matter has not been brought again to the attention of the Board.

T. D. BARRY & CO. — BROCKTON.

On October 24 the following decisions were rendered: —

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between T. D. Barry & Co., shoe manufacturers of Brockton, and employees in the stitching department of their Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by T. D. Barry & Co. to employees in said department of Factory No. 1 at Brockton for work as there performed: —

Per 12 Pairs.

- Hold and stitch tongue and lining to blucher vamp, 2-needle machine, \$0 05½

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between T. D. Barry & Co., shoe manufacturers of Brockton, and employees in the stitching department of their Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by T. D. Barry & Co. to employees in said department of Factory No. 1 at Brockton for work as there performed: —

Per 24 Pairs.

Stitching new pattern V block to hold strap, \$0 08

By the Board,

BERNARD F. SUPPLE, *Secretary.*

STABLEMEN — BOSTON.

On the 24th of October about 100 stablemen, members of Stablemen's Protective Union, Local 107, of the International Brotherhood of Teamdrivers, quit the stables of Kenney & Clark, Boston Cab Company and the Elm Hill Company. They had submitted demands in the form of a proposed agreement, and the employers in question had refused to grant them. The Board put itself in communication with both parties. One employer said he would do anything in reason, and had contemplated an increase in wages, but one day off in seven he could not grant, for that would necessitate his hiring somebody for that day. "My business," said he, "is going on without interruption; I have filled their places with men carrying union cards. There is no trouble, and nothing to confer about." Another proprietor said that they had left him without warning with 36 horses to take care of, and he had personally to work all night and all day without sleep; that he would not take any of them back at a premium. There was no prospect of bringing the parties together in conference. The strike attracted no further attention.

During the first week of November the Board made inquiries, and was informed by the union that there was no longer any controversy.

REYNOLDS, DRAKE & GABELL—BROCKTON.

On October 24 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Reynolds, Drake & Gabell, Inc., shoe manufacturer, and employees in its stitching department at Brockton.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Reynolds, Drake & Gabell, Inc., to employees in said department at Brockton for work as there performed:—

	Per 24 Pairs.
Doubling vamps,	\$0 08½
Zigzagging toe pieces to vamps,	04½
Seaming vamps, California welt, no change.	
Seaming tops, bals. (and bluchers, regular height),	05
Making blucher leather linings, no change.	
Seaming button-piece linings,	08
Snipping, cementing and folding:—	
Oxfords,	14
Blucher oxfords,	18
Blucher button oxfords,	22
Button oxfords,	16
Cementing linings to tops, bals., buttons and bluchers,	15
Stitching backstays (outside):—	
Whole quarter bluchers,	18
Bals. and buttons,	14
Oxfords and blucher oxfords,	15
Stitching blucher tongues (lining and tongue held),	12
Stitching eyelet rows on oxfords,	07
Stitching eyelet rows on foxed bluchers with gauge. The evidence submitted is not sufficient to warrant an award.	
Stitching eyelet rows on bals.,	07
Making bal. and blucher linings, without top facings, and holding side facings,	18
Undertrimming button oxfords,	20
Boy around room, to rub seams, black, get cement, etc., and do other minor work (a general errand boy), per day, \$1.35.	

By the Board,

BERNARD F. SUPPLE, *Secretary.*

Result. — On October 30 a notice was received that after 60 days the firm would not be bound by the decision. On November 5 a similar notice was received from the employees. Thus far the matter has not been brought again to the attention of the Board.

HOWARD & FOSTER COMPANY — BROCKTON.

On October 31 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Howard & Foster Company, shoe manufacturer, and employees in its factory at Brockton.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Howard & Foster Company to its employees at Brockton for work as there performed:—

	Per 12 Pairs.
Removing insole tacks,	\$0 02
Tacking shanks and tacking end of welts,	03½

By agreement of the parties, this decision shall take effect as of date of June 3, 1907.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

C. S. MARSHALL & CO. — BROCKTON.

On October 31 the following decision was rendered: —

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between C. S. Marshall & Co., shoe manufacturers of Brockton, and employees in their leveling department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by C. S. Marshall & Co. to employees in said department at Brockton for work as there performed: —

	Per 12 Pairs.
Leveling (automatic),	\$0 04
Leveling (automatic), stitched-aloft,	04
Cementing channels,	01½
Turning channels,	01½

By the Board,

BERNARD F. SUPPLE, *Secretary.*

CHURCHILL & ALDEN COMPANY — BROCKTON.

On October 31 the following decisions were rendered: —

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Churchill & Alden Company, shoe manufacturer of Brockton, and last-pickers in its employ.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by Churchill & Alden Company to said employees at Brockton for work as there performed: —

	Per 24 Pairs.
Last-picking,	\$0 03½

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Churchill & Alden Company, shoe manufacturer of Brockton, and stitch-burnishers in its employ.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by Churchill & Alden Company to said employees at Brockton for work as there performed:—

	Per Day.
Burnishing stitches,	\$1 75

By the Board,
BERNARD F. SUPPLE, *Secretary.*

W. L. DOUGLAS SHOE COMPANY—BROCKTON.

On October 31 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. L. Douglas Shoe Company and employees in the leveling department of its Factory No. 2 at Brockton.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by W. L. Douglas Shoe Company to employees in said department of Factory No. 2 at Brockton for work as there performed:—

	Per 12 Pairs.
Leveling boys' shoes,	\$0 03½

By the Board,
BERNARD F. SUPPLE, *Secretary.*

J. H. WINCHELL & CO., INC.—HAVERHILL.

On November 4 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees in its lasting department.

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there be no change in the prices paid by J. H. Winchell & Co., Inc., to employees in its lasting department at Haverhill for the following items as the work is there performed:—

McKAY WORK.

Assembling, including pasting counters;
Operating pulling-over machine;
Pounding up, trimming toes and tacking filling;
Tacking shanks, pulling lasts and sorting sizes;
Samples.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

Result.— On November 12 a notice was received from the employees that after 60 days they would not be bound by the decision. Thus far the matter has not again been brought to the attention of the Board.

T. D. BARRY & CO.—BROCKTON.

On November 6 the following decisions were rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between T. D. Barry & Co., shoe manufacturers, and heel-sluggers in their Factory No. 1 at Brockton.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which

is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by T. D. Barry & Co. to said employees in Factory No. 1 at Brockton for the work as there performed:—

	Per 12 Pairs.
Heel-slugging,	\$0 05

By the Board,

BERNARD F. SUPPLE, *Secretary*.

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between T. D. Barry & Co., shoe manufacturers, and heel-sluggers in their Factory No. 2 at Brockton.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by T. D. Barry & Co. to said employees in Factory No. 2 at Brockton for the work as there performed:—

	Per 12 Pairs.
Heel-slugging,	\$0 04

By the Board,

BERNARD F. SUPPLE, *Secretary*.

REYNOLDS, DRAKE & GABELL—BROCKTON.

On November 6 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Reynolds, Drake and Gabell, Inc., shoe manufacturers, and employees in its lasting department at Brockton.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that

the following price be paid by Reynolds, Drake & Gabell, Inc., to employees in said department at Brockton for the work as there performed:—

Lasting colored goods on bed machine, extra,	Per Pair. \$0 00½
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By the Board,

BERNARD F. SUPPLE, *Secretary*.

T. D. BARRY & CO.—BROCKTON.

On November 7 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between T. D. Barry & Co., shoe manufacturers, and heel-shavers in their Factory No. 2 at Brockton.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the price paid by T. D. Barry & Co. for shaving heels in their Factory No. 2 at Brockton.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

W. & V. O. KIMBALL COMPANY—HAVERHILL.

On November 7 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. & V. O. Kimball Company, shoe manufacturer, and heel-sluggers in its factory at Haverhill.

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there be no change in the price paid by W. & V. O. Kimball Company for slugging heels in its factory at Haverhill.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

GEORGE E. KEITH COMPANY — BROCKTON.

On November 7 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between George E. Keith Company, shoe manufacturer of Brockton, and lasters.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by George E. Keith Company to said employees at Brockton for work as there performed:—

	Per Pair.
Lasting bluchers with a loop stitched on, through which the lace fasteners are inserted,	\$0 00½

By the Board,

BERNARD F. SUPPLE, *Secretary.*

SIMONDS MANUFACTURING COMPANY — FITCHBURG.

On November 27 a notice of strike of sawsmiths, suggesting that there was an opportunity for making a settlement, was received from Fitchburg.

It appeared that the Simonds Manufacturing Company of Fitchburg had other establishments in Chicago and Montreal, and that a controversy arose in Chicago concerning a certain sub-foreman obnoxious to the union. They emphasized their objection by going on strike in the Chicago shop on July 17. On the 26th the members of the Fitchburg union received direction to go out in support of the demands of their fellow members in Chicago, but they refused to do

so without making a peaceful effort to settle the trouble. They had three conferences with the Fitchburg management, not as members of a union but as actual employees, and after much negotiation suggested arbitration. The proposition was taken under consideration until the 21st of August, and on being refused by the company, the men went out on strike. The Chicago strikers numbered 29, the Fitchburg strikers 28, and it was reported that 14 sawsmiths in the Montreal factory quit likewise. A few strangers were hired, and some changes were made in the way of labor-saving machinery. On September 27, 4 apprentices went out on strike at the Fitchburg shops, alleging that their time had been wasted.

The Board paid two visits to Fitchburg and had interviews with the parties, but the employer refused to meet his former employees, saying that he could not forget that there was a union, even though his workmen endeavored to conceal the fact. He stated that business was not as brisk as it had been, and he had all the mechanics he needed. The strike was never declared off, and friendly relations were not resumed. Many of the strikers sought employment elsewhere or at other occupations, and the strike ceased to attract notice.

GEORGE E. KEITH COMPANY — BROCKTON.

On November 14 the following decision was rendered: —

In the matter of the joint applications for arbitration to the State Board of Conciliation and Arbitration of controversies existing between George E. Keith Company, shoe manufacturer, and employees in the finishing departments of its Factories Nos. 1, 2 and 3 at Brockton.

Having considered said applications and heard the parties by their duly authorized representatives, investigated the character of

the work and the conditions under which it is performed, which is the subject-matter of the controversies, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company to employees in said departments at Brockton for work as there performed:—

FACTORY NO. 1.

	Per 24 Pairs.
Scouring heels over 1½ inches high on women's shoes (except mannish shoes, so called), on three papers and wetting twice,	\$0 16
Scouring heels on \$5 and \$7 shoes, on three papers and wetting twice,	14
Blackening heels,	02½

FACTORY NO. 2.

Wetting down foreparts with sediment stain,	07
Wetting down whole bottoms with sediment stain,	08
Wetting down bottoms with anilin stain,	07
Blackening bottoms and dusting,	07

FACTORY NO. 3.

Blackening top-pieces,	01½
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By the Board,

BERNARD F. SUPPLE, *Secretary.*

Result.—On December 5 notice was received from the employees that after 60 days they would not be bound by the prices awarded in Factories Nos. 2 and 3.

**R. H. LONG SHOE MANUFACTURING COMPANY
— FRAMINGHAM.**

Early in August a joint application, signed by R. H. Long Shoe Manufacturing Company and F. J. Clarke, general organizer, representing lasters in its employ, was filed. It related to prices under the new system inaugurated by Mr. Long. In this process machine lasting is reduced to a minimum. Hand lasting, which was formerly performed by 1 man, was divided into 7 parts, to be performed by a team of 7 men. Some of these parts called for the exercise of

judgment, while others were said to be merely automatic. To say how much or how little skill entered into the performance of these parts was the problem which confronted the Board. Various complications existed as sources of error. There were no teams of 7 men; some parts were duplicated or even triplicated in one team, and the skill of the lasters varied with their experience. The product of a team would diminish when an untrained operative was assigned to the place of one who had become adept. There were no other factories lasting shoes by the same process, and but few doing similar work in part, with which to compare the work in question; nevertheless, investigation with the aid of experts was resolved upon, and after a hearing and a careful consideration of the matters in dispute the following decision was rendered on November 29:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between R. H. Long Shoe Manufacturing Company of Framingham and employees in its lasting department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by R. H. Long Shoe Manufacturing Company to employees in said department at Framingham for work as there performed, the system being one of numerous sub-divisions, described in the application filed by the parties:—

	Per Hour.
Tacking innersoles,	\$0 22½
Trimming heels of innersoles,	22½
Mating uppers,	14
Shellacking toes or "assembling,"	15½
Pulling-over,	33½
Side lasting,	33½
Toe lasting or "stringing toes,"	28
Heel lasting,	28

By agreement of the parties, this decision shall take effect as of date of August 5, 1907.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

This decision was accepted by both parties, and, as far as it has attracted the attention of others, has been the occasion of congratulation.

LEWIS A. CROSSETT, INC. — ABINGTON.

On December 24 the following decisions were rendered: —

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Lewis A. Crossett, Inc., shoe manufacturer of Abington, and lasters in Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Lewis A. Crossett, Inc., to lasters in said factory at Abington for work as there performed: —

CONSOLIDATED MACHINE.

		PER PAIR, PLAIN OR CAP TOE.	
		Pulling-over.	Operating.
Colored leather, extra,	\$0 00½		
Enamel,		\$0 04½	\$0 01½
Patent chrome side leather,		05	02½
"Bench-made" or \$5 shoes, no extra.			
Uncrimped bluchers (complete), extra,	00½		
Bunion lasts, extra,	00½		
Cushion innersoles, extra,	01½		
All flat boxes, extra,	00½		
Lots of two pairs, extra, per pair,	02		
Pulling shoes between tip and throat, one-twelfth of the pulling price extra.			
Cripples, when laster is not at fault, half price for pulling off and full price for re-lasting.			
Lasters not to be responsible for shoes after leaving lasting department, unless the fault was such as could not be discovered by inspection while on the last.			

The following items were agreed to by the parties:—

	Pulling-over.	Operating.
Calf,	\$0 03½	\$0 01½
Box calf,	03½	01½
Velours,	03½	01½
Vici kid,	03½	01½
Black Russia,	03½	01½
Kangaroo,	03½	01½
Cordovan,	03½	01½
Tan cordovan,	03½	01½
Patent colt,	05	02½
Patent calf,	05	02½
Patent vici,	05	02½
High-cut boots and bals. over 10 inches, extra,		00½
Samples or single pairs, extra,		02
Patent tips or patent quarters, extra,		01
Lasting shoes up or down, extra,		01
Hour work,		33½

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Lewis A. Crossett, Inc., shoe manufacturer of Abington, and lasters in Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Lewis A. Crossett, Inc., to lasters in said factory at Abington for work as there performed:—

CHASE MACHINE.

	PER PAIR. Plain or Cap Toe.
Patent calf,	\$0 10
Patent kid,	10
Patent colt,	10
Cordovan enamel, all kinds,	10
Patent side leathers,	10
Enamel,	08
Calf,	06½
Box calf,	06½
Velours,	06½

	PER PAIR. Plain or Cap Toe.
Vici kid,	\$0 06½
Kangaroo,	06½
Black Russia,	06½
Cordovan,	07
Colored leathers, extra,	00½
Tan cordovan, extra,	00½
"Bench-made" or \$5 shoes, no extra.	
Uncrimped bluchers, extra,	00½
High-cut bals. or boots over 10 inches, extra,	00½
Samples or single pairs (by agreement), extra,	02
Patent tips or patent quarters, extra,	01
Bunion lasts, extra,	00½
Cushion innersoles, extra,	01½
All flat boxes, extra,	00½
Lots of two pairs, extra,	02
Lasting shoes up or down (by agreement), extra,	01
Hour work (by agreement), \$0.33½.	
Cripples, when laster is not at fault, half price for pulling off and full price for re-lasting.	
Lasters not to be responsible for shoes after leaving the lasting department, unless the fault was such as could not be discovered by inspection while on the last.	

By the Board,

BERNARD F. SUPPLE, *Secretary*.

W. & V. O. KIMBALL COMPANY — HAVERHILL.

On December 31 the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between W. & V. O. Kimball Company, shoe manufacturer of Haverhill, and employees in the treeing department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by W. & V. O. Kimball Company to employees in said department at Haverhill for the work as there performed:—

	Per Hour.
Treeing,	\$0 25

By the Board,

BERNARD F. SUPPLE, *Secretary*.

LEWIS A. CROSSETT, INC.—ABINGTON.

On December 31 the following decisions were rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Lewis A. Crossett, Inc., shoe manufacturer of Abington, and heel-seat-nailers in Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the price paid by Lewis A. Crossett, Inc., for heel-seat-nailing in Factory No. 1 at Abington as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Lewis A. Crossett, Inc., shoe manufacturer of Abington, and heel-seat-trimmers in Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by Lewis A. Crossett, Inc., to said heel-seat-trimmers in Factory No. 1 at Abington for the work as there performed:—

	Per 12 Pairs.
Trimming heelseats,	\$0 01½

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Lewis A. Crossett, Inc., shoe manufacturer of Abington, and inner-seam-trimmers in Factory No. 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of

the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by Lewis A. Crossett, Inc., to said innerseam-trimmers in Factory No. 2 at Abington for the work as there performed:—

	Per 12 Pairs.
Innerseam-trimming,	\$0 09½

By the Board,

BERNARD F. SUPPLE, *Secretary.*

T. D. BARRY & CO.—BROCKTON.

On January 10, 1908, the following decisions were rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between T. D. Barry & Co., shoe manufacturers of Brockton, and employees in the stitching department of their Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by T. D. Barry & Co. to employees in said department of Factory No. 1 at Brockton for work as there performed:—

	Per 12 Pairs.
Folding "French" bluchers by hand,	\$0 10
Folding "French" blucher oxfords by hand,	11
Folding "Barry" bluchers by hand,	06
"Cripple" stitchers, per day, \$2.25.	

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between T. D. Barry & Co., shoe manufacturers of Brockton, and employees in the stitching department of their Factory No. 2.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by T. D. Barry & Co. to employees in said department of Factory No. 2 at Brockton for work as there performed: —

	Per 24 Pairs.
Stitching "V" by undertrimmers on held-on work,	\$0 05

By the Board,
BERNARD F. SUPPLE, *Secretary.*

C. S. MARSHALL & CO.—BROCKTON.

On January 10, 1908, the following decision was rendered: —

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between C. S. Marshall & Co., shoe manufacturers of Brockton, and employees in their Goodyear stitching department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by C. S. Marshall & Co. to said employees at Brockton for work as there performed: —

GOODYEAR STITCHING.		Per 12 Pairs.
Regular,		\$0 20
With fudge attachment,		20
Samples and single pairs,		30

By the Board,
BERNARD F. SUPPLE, *Secretary.*

GEORGE E. KEITH COMPANY—BROCKTON.

On January 10, 1908, the following decisions were rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between George E. Keith Company, shoe manufacturer of Brockton, and employees in the stitching department of Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by George E. Keith Company to employees in said department of Factory No. 1 at Brockton for work as there performed:—

	Per Week.
Doubling and side-lining vamps,	\$11 00

By the Board,

BERNARD F. SUPPLE, *Secretary.*

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between George E. Keith Company, shoe manufacturer of Brockton, and employees in the stitching department of Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company to employees in said department of Factory No. 1 at Brockton for work as there performed:—

	Per Week.
Pasting rubber tips,	\$10 00
Reinforcing blucher vamps,	10 00
Folding tips by machine,	12 00

By the Board,

BERNARD F. SUPPLE, *Secretary.*

CHURCHILL & ALDEN COMPANY—BROCKTON.

On January 10, 1908, the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Churchill & Alden Company, shoe manufacturer of Brockton, and employees in its stitching department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by Churchill & Alden Company to employees in said department at Brockton for work as there performed:—

	Per 24 Pairs.
Cutting, folding and stitching labels,	\$0 06½

By the Board,

BERNARD F. SUPPLE, *Secretary.*

CONDON BROTHERS & CO.—BROCKTON.

On January 10, 1908, the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Condon Brothers & Co., shoe manufacturers of Brockton, and employees in their stitching department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Condon Brothers & Co. to employees in said department at Brockton for work as there performed:—

	Per 12 Pairs.
Making linings, bals. or bluchers,	\$0 07
Undertrimming, bals.,	07½
Undertrimming, bluchers,	08
Seaming tops,	02
Seaming tops to linings,	04½

By the Board,

BERNARD F. SUPPLE, *Secretary.*

LEWIS A. CROSSETT, INC.—ABINGTON.

On January 17, 1908, the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Lewis A. Crossett, Inc., shoe manufacturer of Abington, and employees in the finishing department of its Factory No. 1.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Lewis A. Crossett, Inc., to employees in said department at Abington for work as there performed:—

	Per 12 Pairs.
Polish foreparts,	\$0 03½
Fake shanks,	02½
Polish breast of heel,	00½
Scour and smooth heel edge, 2 papers,	04½
Scour and smooth heel edge, 1 paper, gum once,	02
Scour top-piece, slugs not previously ground, brass slugs,	02½
Scour top-piece, slugs not previously ground, steel or iron slugs,	03
Roll top-piece and clean slugs,	02½
Wheel bottom across shank, such as polish or natural finishes require, not aloft,	02
Wheel bottom on aloft-stitched, or No. 26 finish all around,	05
Wheel side of shank, per day, \$2.50.	
Polish whole bottoms,	06
Scallop top-pieces, per day, \$1.50.	
Polish scallops, per day, \$1.25.	

By the Board,

BERNARD F. SUPPLE, *Secretary.*

E. E. TAYLOR—BROCKTON.

On February 4, 1908, the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between E. E. Taylor Company, shoe manufacturer of Brockton, and edge-trimmers.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the price paid for edge-trimming by E. E. Taylor Company in its factory at Brockton.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

C. S. MARSHALL & CO.—BROCKTON.

On February 5, 1908, the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between C. S. Marshall & Co., shoe manufacturers of Brockton, and employees in their treeing department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by C. S. Marshall & Co. to employees in said department at Brockton for work as there performed:—

TREEING.

	Per 24 Pairs.
Patent leathers or enamels, cleaned and polished,	\$0 60
Patent leathers or enamels, cleaned, polished and ironed, by the hour.	
Vici, cleaned and ironed, one coat of dressing,	50
Russia, cleaned, one coat of polish, by the hour.	
Calf, rag finish,	60
Box calf, Eli, Tuxedo, glaze, velours or gun metal, cleaned, one coat of filler,	30
Ironing the above shoes, by the hour.	
Black oil grain,	30
Tan oil grain,	50
Single pairs and samples, per pair, \$0.03.	
Hour work, \$0.28.	
Long boots, extra,	12

By the Board,

BERNARD F. SUPPLE, *Secretary.***KELLY-BUCKLEY COMPANY — BROCKTON.**

On February 5, 1908, the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Kelly-Buckley Company, shoe manufacturer of Brockton, and employees in its treeing department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Kelly-Buckley Company to employees in said department at Brockton for work as there performed:—

TREEING.

	Per 24 Pairs.
Box calf, cleaned, one coat of filler,	\$0 25
Velours or gun metal, cleaned, one coat of filler, ironed and tops oiled,	50
Vici or bright kangaroo, ironed, one coat of dressing,	50

	Per 24 Pairs.
Black oil grain, cleaned, one coat of filler, marks rubbed out,	\$0 30
Tan oil grain, washed and marks rubbed out,	50
Russets, washed, cleaned and polished,	50
Wax calf, rag finish,	60
Cordovan, rag finish,	60
Patent leathers, cleaned,	60
Patent leathers, ironed, by the hour.	
Samples and single pairs, by the hour.	
Hour work, \$0.28.	
All necessary supplies to be furnished by the employer.	

By the Board,

BERNARD F. SUPPLE, *Secretary.*

CONDON BROTHERS & CO.—BROCKTON.

On February 5, 1908, the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between Condon Brothers & Co., shoe manufacturers of Brockton, and employees in their treeing department.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Condon Brothers & Co. to employees in said department at Brockton for work as there performed.

TREEING.		Per 24 Pairs.
Wax calf, rag finish,		\$0 60
Patent leather, cleaned,		60
Vici, cleaned, filled and ironed (welt goods),		50
Vici, cleaned, filled and ironed (McKay goods),		50
Velours, cleaned and filled,		30
Gun metal, cleaned and filled,		30
Storm calf, light color,		40

	Per 24 Hrs.
Storm calf, black,	\$0 30
Box calf, cleaned and filled,	25
Hour work, \$0.28.	

By the Board,

BERNARD F. SUPPLE, *Secretary.*

COAL DEALERS AND TEAMDRIVERS — LYNN.

On February 7, 1908, the following decision was rendered:—

In the matter of the joint application for arbitration to the State Board of Conciliation and Arbitration of a controversy existing between B. O. Honors & Son, J. B. & W. A. Lamper, People's Coal Company, Stevens & Newhall, Sprague & Breed Coal Company, Breed Coal Company, Nehemiah Lee Estate, William C. Holder & Son, and Reed & Costolo, coal dealers of Lynn, and teamdrivers employed.

The teamdrivers requested that the pay for over-time after 5 o'clock should be at the rate of 40 cents instead of 25 cents an hour, the rate heretofore paid; and that men working three full days in any week should be paid for legal holidays occurring in that week and for a Saturday half-holiday in every week between April 1 and October 1. The employers declined to grant the requests, and the parties submitted the controversy to this Board on December 30, 1907, in two questions, as follows:—

1. What price in excess, if any, of 25 cents an hour shall be paid for over-time?

2. Whether there shall be pay for holidays and half-holidays?

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties and appointed by the Board, the Board awards that the said coal dealers of Lynn pay to their teamdrivers, for over-time work performed after 5 o'clock, 30 cents per hour.

Relative to the second question: the Board awards that there be no pay for holidays and half-holidays unless work is required and

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